



Corporate Pulse: Your Quarterly Update from PKF FCS

Q3 - September 2025 Edition

*Welcome to the third-quarter edition of the PKF FCS **Corporate Pulse**, your go-to source for staying informed in Namibia's ever-evolving business landscape. As we move through the latter part of 2025, we're excited to share this carefully curated collection of insights, updates, and practical information.*

What's Inside

This edition brings you key legislative updates, submission reminders, insights into our Bookkeeping and Accounting services, PKF Africa news, a look at what careers are like at PKF FCS, mental health tips & tricks, and a refresher on two CPC principles – plus a Social Corner, Fun Corner, and more.

Why It Matters

In today's fast-paced business world, knowledge isn't just power, it's your edge. Corporate Pulse is here to keep you ahead of the game with timely updates, practical insights, and relevant news that can make a real difference to you and your business.

At PKF FCS, we're passionate about keeping you informed, connected, and inspired. This edition of Corporate Pulse brings you a mix of practical updates, business insights, and community highlights – all aimed at keeping you in the know.

Enjoy the read, and here's to making the rest of 2025 a success together!



PKF FCS

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Local News: Key Developments in Namibia

In this edition, we turn our focus to key developments shaping Namibia’s socio-economic, technological, and infrastructural landscape. From landmark national policy shifts to advancements in renewable energy and the financial sector, these updates highlight the country’s ongoing transformation and its commitment to sustainable growth, innovation, and inclusivity, solidifying its position as a dynamic hub in Southern Africa.

National Developments

*Namibia recently marked a historic moment with the observance of its **first Genocide Remembrance Day**, , a solemn occasion dedicated to honouring the memory of the victims of the 1904–1908 genocide and recognising its enduring significance in the nation’s history. The commemoration serves as both a remembrance and a reminder of the country’s commitment to reconciliation, unity, and human rights.*

*In another landmark announcement, the government has confirmed that from **2026, state-run universities and vocational training centres will offer fully subsidised education**. This initiative will eliminate tuition and registration fees, significantly widening access to higher and technical education. The policy is expected to empower young Namibians, strengthen the country’s skills base, and contribute to long-term socio-economic growth.*

Technology & Infrastructure

*Telecom Namibia has officially commenced the **rollout of 5G services**, marking a significant leap forward in the country’s digital connectivity and infrastructure. The introduction of 5G is expected to improve internet speeds, support advanced technologies, and open new opportunities for innovation across industries, from e-commerce to healthcare and education.*

*The Bank of Namibia has also released its **new currency series on 24 July 2025**, featuring upgraded security features and refreshed design elements. The updated notes and coins enhance anti-counterfeiting measures while incorporating modern, culturally resonant visuals — reinforcing both practicality and public confidence in Namibia’s currency.*



Energy & Infrastructure

Namibia is rapidly advancing its energy and water infrastructure, focusing on sustainable solutions to meet growing national demands and enhance energy independence. This section details significant projects across renewable energy and water security, showcasing the country’s commitment to a resilient and prosperous future.

Biomass & Water Infrastructure

NamPower is advancing several key infrastructure ventures to boost renewable energy and water security. The Otjikoto **Biomass** Power Station, now under construction near Tsumeb, will add 40 MW to the national grid. Powered by locally harvested woody biomass, this pioneering project taps into Namibia’s bush-clearing efforts and is slated for commissioning around 2027.

On the water infrastructure front, NamWater is developing a new **desalination plant** based in Wlotzkasbaken, Erongo, with an initial output of 20 million cubic meters per year, expandable to 30 million. Construction was planned to begin in early 2025, with commercial operations expected by the first half of 2027. This facility, developed in partnership with Swakop Uranium, addresses mounting coastal water shortages exacerbated by drought and economic expansion

Wind & Solar Energy Expansion

The **wind energy landscape** is being reshaped by the Diaz Wind Project, which will become Namibia’s largest wind energy facility upon completion. Located near Lüderitz, the 44 MW wind farm is being developed by InnoVent SAS as part of the country’s broader plan to reduce reliance on imported electricity and expand renewable capacity. Standard Bank Namibia, acting as sole mandated lead arranger and underwriter, has committed N\$1.2 billion towards the project’s construction. Once operational, it is expected to generate approximately 226,969 MWh of clean energy annually and offset around 177,000 tonnes of carbon dioxide each year. The project represents the second grid-connected wind farm in Namibia, following Ombepo, and forms part of national ambitions to achieve energy self-sufficiency by 2030 through domestic wind and solar development.

These strategic investments in renewable energy and water infrastructure underscore Namibia’s proactive approach to addressing critical resource needs while fostering sustainable economic growth and environmental stewardship.

Growing Economic Sectors

Namibia's economy is undergoing dynamic growth, propelled by robust advancements across several key sectors. From the strategic extraction of critical minerals to the burgeoning offshore oil industry, and from ambitious renewable energy initiatives to a resurgent tourism sector, the nation is actively diversifying its economic base and cementing its position on the global stage. These developments promise significant economic diversification and job creation, steering Namibia towards a prosperous and sustainable future.

Mining and Energy

*Namibia's **mining** sector remains a cornerstone of the economy, with growing international interest in its critical minerals such as uranium, lithium, and rare earth elements. These resources are vital for clean energy technologies and global supply chains, positioning Namibia as a key player in the transition to a low-carbon future. Strategic partnerships and foreign investment in exploration and processing facilities are expected to expand production capacity, while government policy continues to focus on maximising local value addition and export potential.*

*Furthermore, Namibia aims to begin **offshore oil production** by 2029, with peak output projected at 700,000 barrels per day by 2035. Major discoveries in the Orange Basin, such as TotalEnergies' Venus field and Galp Energia's Mopane field, are estimated to hold up to 15 billion barrels, positioning the country as a future regional oil producer.*

Renewable Energy

*The **renewable energy** sector is experiencing rapid growth, driven by Namibia's target of achieving 70% renewable energy generation by 2030. With world-class solar and wind resources, the country is scaling up investments in utility-scale projects alongside smaller decentralised systems. Flagship developments such as the Diaz Wind Project, the Sores Gaib Solar Power Station, and the Otjikoto Biomass Power Plant highlight Namibia's commitment to diversifying its energy mix and reducing reliance on imports. The sector's expansion is also creating opportunities in manufacturing, infrastructure development, and technical skills training.*

Tourism

*Namibia's **tourism sector** is rebounding strongly, with revenue projected to reach N\$4.6 billion in 2025, underpinned by a 5.5% growth rate and a 7.3% increase in international arrivals. Strategic initiatives—including expanded international air routes, targeted marketing in Asia and Europe, and the rise of eco-tourism and luxury travel—are enhancing the country's global profile and attracting high-value visitors. April 2025 saw hotel occupancy rates climb to 54.94%, surpassing pre-pandemic April 2019 levels, although the year-to-date average remains slightly below 2019 figures.*

A key driver of growth has been the Visa on Arrival (VoA) system, introduced on 3 March 2025, which has already generated N\$100 million in revenue and welcomed over 70,000 visitors by May 2025. The system's streamlined processes, supported by an upgraded eVisa platform and real-time Electronic Border Management System, have improved traveller convenience and efficiency. These developments, combined with sustained investment in luxury lodges, eco-tourism experiences, and national tourism infrastructure, position the sector as a major contributor to economic diversification and job creation.



Financial Sector Developments

As of April 2025, the Bank of Namibia has maintained its repo rate at 6.75%, signalling a clear focus on currency stability under the South African rand peg and continued inflation management. This decision reflects the central bank’s cautious yet strategic approach to balancing sustainable economic growth with crucial macroeconomic stability, following a series of earlier rate cuts.

*Looking ahead, Namibia’s capital markets are set for significant modernisation under the ambitious **Financial Sector Transformation Strategy 2025–2035**. This comprehensive plan aims to expand the Namibian Stock Exchange (NSX), introduce innovative green finance products, and fundamentally modernise the nation's financial infrastructure. The strategy’s core objectives are outlined below:*

<h3>Market Expansion & Instruments</h3> <p><i>Targeting the launch of at least five new financial instruments annually to diversify investment opportunities.</i></p>	<h3>Investor Growth</h3> <p><i>Aiming to grow the number of active investors by 70% by 2035, fostering broader participation in capital markets.</i></p>	<h3>Asset Management Boost</h3> <p><i>Projecting a 75% increase in assets under management by 2035, indicating robust sector growth and trust.</i></p>
<h3>Green Finance Initiatives</h3> <p><i>Introducing climate-related financial products specifically tailored to support rural farmers and promote sustainable practices.</i></p>	<h3>Digital Transformation</h3> <p><i>Implementing digital identity systems and electronic 'Know Your Customer' (KYC) tools to enhance access to formal financial services for all citizens.</i></p>	

Conclusion

These collective milestones reflect a nation truly in motion; one that is not only investing strategically in its people and modernising its infrastructure, but also meticulously building a diversified and resilient economy. As Namibia steadily advances towards its long-term national goals, each initiative contributes significantly to a broader vision of stability, sustainability, and shared prosperity for all its citizens.

Sources

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- [*The Brief: Telecom Namibia Begins 5G Infrastructure Rollout*](#)
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- [*Economist.com.na: Diaz Becomes Innovent's Second Namibian Wind Farm*](#)
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- [*Power Technology: Terasun Energy Arandis Solar PV Park Profile*](#)
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- [*The Brief: Namibia's Refinery Plans Face Hurdles*](#)
- [*AAEAfrica.org: Namibia's Renewable Energy Revolution*](#)
- [*Trendsnafrica.com: Namibia's Tourism Industry Set for N\\$4.6bn in 2025*](#)
- [*The Brief: Visa on Arrival Generates Over N\\$100 Million*](#)
- [*Bank of Namibia \(Official Website\)*](#)
- [*African-Markets.com: Namibia to Roll Out Green Finance*](#)

Legislative Updates

Namibia's legislative landscape continues to evolve, reflecting the nation's commitment to robust governance, economic development, and digital readiness. This section provides an overview of key parliamentary actions and significant upcoming legislation from May to August 2025, highlighting bills passed and crucial policy developments aimed at shaping the country's future.

Bills Passed: May – August 2025

06/06/2025	8657	Gov N120	Appropriation Act, 2025	Promulgation of Appropriation Act, 2025 (Act No. 2 of 2025) - detailing the appropriation of funds to the various ministries in Namibia for the year ending 31 March 2026.
24/07/2025	8695	Gov N162	Judiciary Amendment Act, 2025; Judiciary Act, 2015	Promulgation of Judiciary Amendment Act, 2025, which amends the Judiciary Act, 2015, to define "construction"; provide for the Chief Justice to be responsible for capital projects of the Office of the Judiciary; allow the Chief Justice to consult the Minister responsible for justice regarding courthouse construction; and provide for incidental matters.
31/07/2025	8697	Gov N163	Roads Act, 2025	Promulgation of Roads Act, 2025, providing for the ownership and nature of roads; establishment and powers of roads boards; powers and duties of the Minister, Roads Authority and local authorities; preliminary route identification, proclamation, construction, management, control, maintenance, and rehabilitation of roads; control over actions within the road reserve; building restriction and advertising on roads; entry on land, encroachment, land acquisition and compensation; liability and indemnification of the Roads Authority; enforcement of the Act; appeals; and incidental matters.

Upcoming Legislation

<i>Accountants and Auditors Bill 2022</i>	<i>Submitted to Minister on 11 Jul 2022</i>	<i>Major regulatory overhaul— impacts how service providers (accountants, auditors, and tax practitioners) are qualified and regulated by the newly envisioned Accountants’ and Auditors’ Regulatory Authority (AARA).</i>	<i>Still draft; not enacted or gazetted.</i>	<i>PAAB publication: AA Bill 2022 and Explanatory Memorandum; CIBA Audit Namibia publication: Prepare and benefit from the new comprehensive regulation of accountants and auditors in Namibia</i>
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Digital and AI Legislation

<i>A Draft Artificial Intelligence Bill</i>	<i>Will guide the ethical deployment of AI technologies.</i>	<i>The Brief publication: Namibia finalising AI, data security laws of 4 June 2025; iAfrica publication: Namibia Drafts Landmark AI Laws to Boost Digital Governance, Data Protection on 17 June 2025</i>
<i>A Data Protection Bill</i>	<i>To ensure personal privacy and data security.</i>	<i>The Brief publication: Namibia finalising AI, data security laws of 4 June 2025; iAfrica publication: Namibia Drafts Landmark AI Laws to Boost Digital Governance, Data Protection on 17 June 2025</i>
<i>A Cybercrime Bill</i>	<i>To address digital threats including AI misuse.</i>	<i>The Brief publication: Namibia finalising AI, data security laws of 4 June 2025; iAfrica publication: Namibia Drafts Landmark AI Laws to Boost Digital Governance, Data Protection on 17 June 2025</i>

These Bills, as described by the Speaker of the National Assembly, Saara Kuugongelwa-Amadhila, are intended to provide a legal framework for ethical AI deployment, privacy protection, and mitigating digital threats. They encompass broader reforms to the Communications Act and the rollout of a National Artificial Intelligence Strategy, in an attempt to modernise governance and manage risks associated with digital technologies.

Further efforts to curb cybercrime include the establishment of a Cyber Incident Response Team, public awareness campaigns, a reporting portal for child sexual abuse, and a national system to authenticate information sources and combat misinformation, as highlighted by Information Minister Emma Theofelus in the Nova publication of 11 April 2025: "Govt steps up fight against AI-driven cybercrime rising online scams."

Namibia's Sixth National Development Plan (NDP6), covering 2025/26 to 2029/30, includes specific targets such as the enactment of national cybersecurity legislation and the integration of AI and cybersecurity education across all levels.

Summary Snapshot

AI Bill	Draft in progress to govern ethical AI usage.
Data Protection Bill	Draft underway to secure personal data.
Cybercrime Bill	Draft underway addressing digital threats including AI misuse.
Communications Act Reforms	Being revised to meet modern tech needs.
National AI Strategy	Developed, including AI Council and implementation working groups.
AI Readiness Assessment	Completed in August 2025 with UNESCO support.
Ethical AI Roadmap	Initiated in 2023 with comprehensive stakeholder engagement.
NDP6 Digital Strategy	Prioritizes AI, digital services, cybersecurity, and infrastructure by 2030.

Based on the above, Namibia is actively developing digital and AI legislation, with critical bills in draft form, institutional readiness assessments, and integrated plans under the national development strategy. Exact timelines or parliamentary stages are not publicly detailed, but the momentum toward a comprehensive legal and ethical AI governance framework is clearly evident.



Compliance Reminders

Staying abreast of regulatory deadlines is crucial for maintaining financial health and avoiding penalties. This section provides a timely overview of upcoming statutory return dates and important tax updates to ensure your business remains fully compliant.

Key Statutory Return Deadlines (August - December 2025)

Please find below a comprehensive table outlining the upcoming submission deadlines for various statutory returns. Mark your calendars to ensure timely compliance.


Return Type	August	September	October	November	December
VET	20/08/2025	22/09/2025	20/10/2025	20/11/2025	22/12/2025
PAYE	20/08/2025	22/09/2025	20/10/2025	20/11/2025	22/12/2025
Import VAT	20/08/2025	22/09/2025	20/10/2025	20/11/2025	22/12/2025
Withholding Tax	20/08/2025	22/09/2025	20/10/2025	20/11/2025	22/12/2025
VAT	25/08/2025	25/09/2025	27/10/2025	25/11/2025	29/12/2025
Social Security	29/08/2025	30/09/2025	31/10/2025	28/11/2025	31/12/2025
Annual Duties	29/08/2025	30/09/2025	31/10/2025	28/11/2025	31/12/2025

- *Annual Duties are due one month after yearend*

Compliance Reminders Continued

Final Provisional (Top-Up) Payment Reminder

*For all business and farming individuals operating with a February year-end, a crucial deadline is approaching. The final provisional, or “top-up,” payment for the financial year is due by **30 September 2025**.*

 *This is your opportunity to settle any remaining tax liability for the year, avoiding interest and penalties. Make sure your calculations are up to date and payments are processed in time to stay compliant.*

Tax Amnesty Programme: Act Now!

The current Tax Amnesty programme offers an invaluable opportunity for taxpayers to resolve outstanding tax obligations without incurring penalties or interest. This initiative is designed to foster greater compliance and provide relief to those with historical tax arrears.



Limited Time

*As of this October, there will be just **12 months left** to take full advantage of this programme, which concludes in October 2026. Time is running out!*



Penalty Waiver

*Taxpayers who ensure all tax returns are up to date and settle their capital balances due within the programme period will benefit from a **100% waiver of penalties**.*



Interest Forgiveness


*In addition to penalty waivers, the programme also includes the significant benefit of a **100% waiver of accrued interest** on outstanding tax liabilities.*

Do not miss this golden opportunity to regularise your tax affairs and secure these substantial benefits. We encourage you to act promptly while the programme is still active.

Extension for Submission of Returns – Section 21 of the Income Tax Act

NamRA has recently announced an extension for the submission of specific returns that have been affected by the newly amended Section 21 of the Income Tax Act. It is important to note that this extension is not universal; it applies exclusively to taxpayers impacted by the new limitation on setting-off assessed losses carried forward from previous years.

*The new deadline for these particular returns is **31 October 2025**. This extension covers returns that were originally due on 31 July, 31 August, and 30 September 2025, and has been granted due to ongoing system readiness requirements at NamRA.*

 *If you are affected, ensure your return is submitted on or before the extended deadline to remain compliant. For further details, please refer to the official announcement on the NamRA website:*

[NamRA Announcement](#)



PKF FCS Services:

Bookkeeping & Accounting Excellence

At PKF FCS, we pride ourselves on delivering more than just numbers on a page. Our dedicated Bookkeeping and Accounting departments work hand in hand to provide you with accurate, compliant, and insightful financial information, giving you the confidence to make informed business decisions.

Bookkeeping Services: Keeping Your Business Running Smoothly

For many business owners, the day-to-day administrative and financial tasks can be time-consuming and, quite frankly, distracting from core business goals. Our Bookkeeping team takes this burden off your shoulders, ensuring your financial records are meticulously maintained and always up to date.

We offer full-service processing of bookkeeping data, whether at your premises or in our offices, using the source documents you provide to prepare and manage all necessary returns as agreed in our engagement. Our team also handles VAT and Import VAT returns, ensuring timely and accurate submissions.

When it comes to payroll, we go beyond preparing salaries and payslips. We manage PAYE submissions and annual reconciliations, issue annual PAYE certificates, process Social Security and Employee Compensation Fund returns, and assist with the Vocational Education and Training Levy.

For clients who experience a temporary shortage of manpower in their processing departments, we can arrange secondment of staff, offering support during times such as maternity leave or other absences. In addition, we prepare monthly management accounts that provide valuable insights into your tax position throughout the year, helping you avoid surprises at year-end.

In Summary:

Comprehensive Data Processing

We handle full-service bookkeeping data processing, either at your premises or our offices, ensuring meticulous record-keeping based on your source documents.

VAT & Payroll Management

Our team expertly manages VAT and Import VAT returns, ensuring timely and accurate submissions. We also provide end-to-end payroll services, including PAYE, Social Security, and VET Levy compliance.

Manpower Support & Insights

Benefit from temporary staff secondment for your processing needs. We also prepare monthly management accounts, offering crucial tax insights to help you avoid year-end surprises.

Accounting Services: Accuracy, Compliance & Strategic Insight

Our Accounting Services department is committed to ensuring that your financial reporting meets legislative requirements, satisfies the needs of financial institutions, and supports informed decision-making.

We prepare a wide range of financial reports, verifying and substantiating data in accordance with your specific needs. Our expertise extends to preparing Annual Financial Statements in IFRS, IFRS for SMEs, or the Namibian NAC001 framework, and we can produce Consolidated Financial Statements, Interim Financial Statements, or Integrated Reports that align with best corporate governance practices.

For Close Corporations, we are accredited to act as accounting officers in line with the Close Corporations Act. For companies, we assist with Annual Financial Statement preparation by gathering underlying information, preparing audit support schedules, and working closely with auditors to finalise the process.

We also offer specialised feasibility studies, including viability assessments, cash flow forecasts, budgeting, costing exercises, and a full suite of financial, cost, or management accounting services. These help you evaluate potential ventures and ensure your business decisions are grounded in solid financial insight.

In Summary:

<div>Diverse Financial Reporting</div> <div><i>We prepare a wide array of financial reports, verifying and substantiating data to meet your specific requirements and support informed decision-making.</i></div>	<div>Statement Preparation</div> <div><i>From Annual Financial Statements (IFRS, IFRS for SMEs, NAC001) to Consolidated or Interim Reports, we ensure your financial reporting aligns with best practices and legislative standards.</i></div>	<div>Strategic Financial Studies</div> <div><i>Leverage our expertise in feasibility studies, cash flow forecasts, budgeting, and costing exercises to evaluate ventures and ground your business decisions in solid financial insight.</i></div>
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PKF FCS - Your Trusted Partner in Financial Clarity

Whether you need ongoing bookkeeping support, expert payroll management, compliance-driven financial statements, or in-depth feasibility studies, PKF FCS is here to help. Our teams work seamlessly to ensure accuracy, efficiency, and compliance, while giving you clear, actionable insights into your business performance. With PKF FCS as your partner, you can focus on what you do best – growing your business – while we take care of the numbers.

Frequently Asked Questions (FAQs)

We understand that navigating financial processes can sometimes raise questions. To help clarify common queries, we've compiled a list of frequently asked questions for both our Bookkeeping and Accounting departments.

Bookkeeping Department FAQs

What is the difference between accounting and bookkeeping?

Bookkeeping is the process of processing your source documents on an accounting program, thereafter the accounting portion is done by taking this information and drafting annual financial statements.

What services can your bookkeeping team assist us with?

May assist you with all the services you require from bookkeeping to trial balance, payroll, administration duties and management.

Do you handle VAT submissions?

We prepare and file VAT returns once all records are up to date.

Do you manage payroll?

Payroll processing and related statutory submissions are part of our service offering.

Accounting Department FAQs

Why is accounting important for a business?

Accounting helps track income and expenses, ensures statutory compliance, and provides investors, management, and government with financial information for decision-making.

What is provisional tax and why do I need to pay it?

Provisional tax is paying income tax in advance, based on estimated figures. It helps spread your tax liability over the year and avoids a large lump-sum payment at year-end.

Can I claim personal expenses as business expenses?

No. Only expenses that are directly related to generating business income are deductible. Personal expenses must be excluded to ensure compliance and accurate reporting.

Why do I have a top-up tax payment due?

A top-up payment is required when your actual income exceeds what was estimated or taxed during the year.

Do you prepare annual financial statements (AFS)?

Yes, we compile AFS in accordance with IFRS, IFRS for SMEs, or other required standards.

Do you liaise with auditors?

We coordinate the audit process, provide required documentation, and address queries.

Careers at PKF FCS

At PKF FCS, we believe careers should inspire growth, purpose, and pride. In this edition, we're focusing on two key departments that form the backbone of our firm's financial expertise: Bookkeeping and Accounting.

Through engaging Q&A sessions, department supervisors Sharman Marais and Elsha Grobbelaar share their perspectives on what it's like to work in their teams, the career opportunities available, and the skills that help individuals succeed. From mastering the fundamentals of bookkeeping to navigating the complexities of accounting, these departments offer a diverse range of experiences and challenges.



Bookkeeping Department - Insights from Sharman Marais, Supervisor



Can you give us a brief overview of your department and the services it provides?

We handle everything from processing source documents and performing reconciliations right up to the trial balance. Our services cover a range of bookkeeping tasks, including payroll matters and assisting with NamRA audit-related issues.

What are the typical career paths available within your department?

The main career path is in bookkeeping, working up to trial balance, with opportunities to grow further within the firm.

What skills and qualifications are essential for someone looking to start a career in your department?

Basic accounting skills are helpful, but this is a career where on-the-job training plays a big role. No formal qualifications are required to get started.

How does PKF FCS support career growth and professional development within your team?

We receive ongoing, updated training in the areas of expertise most relevant to our department, ensuring we keep our skills sharp and current.

What are some of the biggest challenges and rewards of working in your department?

The real reward is the knowledge you gain from working with a variety of industries. Each new client and sector brings a new learning experience.

What qualities make someone a great fit for your team?

Hard work and the ability to perform well under pressure are essential.

Can you share a success story of someone who has grown within the department?

One of our team members joined us shortly after matriculating and, in just three years, grew exponentially, eventually moving into the accounting department.

What advice would you give to someone interested in pursuing a career in your field?

Be ready to absorb as much information as you can – there’s always something new to learn.

How does your department contribute to the overall success of PKF FCS?

By offering a variety of services, we help attract clients who need assistance in resolving financial matters, which strengthens our client base and the firm’s reputation.

What makes PKF FCS a great place to build a career?

Knowledge is key here – you’ll be amazed at how much you can learn and grow in this environment.

Accounting Department – Insights from Elsha Grobbelaar, Supervisor



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Can you give us a brief overview of your department and the services it provides?

The accounting department’s role is to provide accurate financial reporting and compliance with tax regulations.

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What are the typical career paths available within your department?

The accounting department offers a clear and structured career path, especially for individuals completing their NIPA articles and working toward NIPA membership. The typical progression includes the following roles:

- *Junior Trainee Accountant*
- *Trainee Accountant*
- *Senior Trainee Accountant*
- *Accountant*

This path supports both technical growth and professional development, preparing individuals for long-term success in the accounting field.

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What skills and qualifications are essential for someone looking to start a career in your department?

You’ll need to have completed Grade 12 with accounting as a subject, as this forms the foundation for pursuing a degree in accounting. Once your degree is obtained, you can enrol in a recognised training programme, such as NIPA. A solid understanding of accounting principles and relevant software is essential, along with strong attention to detail, good organisational skills, and clear communication abilities.

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How does PKF FCS support career growth and professional development within your team?

PKF FCS offers hands-on training, ongoing support, and open-door access to any partner or manager who is always available to mentor, guide, and assist you throughout your development.

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What are some of the biggest challenges and rewards of working in your department?

One of the biggest challenges in the accounting department is managing tight deadlines while keeping pace with ever-changing regulations. On the flip side, the rewards are just as significant. You gain invaluable professional experience and deepen your knowledge across various areas of accounting, making it a truly fulfilling career path.

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What qualities make someone a great fit for your team?

Someone who works well in a team, who is reliable under pressure, and who is eager to learn.

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Can you share a success story of someone who has grown within the department?

One of the talented professionals in our team started out in auditing, completing CA articles with determination and dedication. Eager to expand her skills, she transitioned into accounting as a portfolio manager before stepping into the private sector to take on broader challenges. Her journey eventually led her to PKF FCS, where she achieved her NIPA qualification within her first year. Today, she is committed to building deep, lasting knowledge and continuing her growth within the accounting department.

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What advice would you give to someone interested in pursuing a career in your field?

Accounting is a highly rewarding career, but it demands a strong mindset, the ability to work under pressure, and commitment to quality work. You will often juggle multiple clients and deadlines, so focus, organisation, and perseverance are key to success.

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How does your department contribute to the overall success of PKF FCS?

The accounting department plays a key role in PKF FCS's success by providing clients with accurate financial reporting and ensuring full compliance with tax and regulatory requirements. By delivering these essential services with professionalism and care, we help maintain the firm's high standards and strengthen its reputation.

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What makes PKF FCS a great place to build a career?

In my view, PKF FCS is a fantastic place to grow your career because of the incredible support and wealth of knowledge you gain along the way. The learning opportunities and guidance you receive here truly set the stage for personal and professional growth.

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The insights shared by Sharman Marais from the Bookkeeping Department and Elsha Grobbelaar from the Accounting Department paint a clear picture: PKF FCS is a firm dedicated to fostering professional growth and providing a supportive environment for its team members. From structured career paths to invaluable mentorship, the firm equips its employees with the knowledge and experience needed to excel in the financial sector.

Mental Health

Workspace Mental Health – Thriving, Not Just Surviving

In today’s fast-paced work environment, conversations about mental health are no longer optional—they are essential. Recognising the signs of burnout, setting healthy boundaries, and having workplace support structures in place can make the difference between simply coping and truly thriving. Organisations that prioritise the mental well-being of their employees foster a more productive, engaged, and resilient workforce.

Burnout vs. Stress – Spotting the Difference

Stress is often short-term and linked to specific pressures, like tight deadlines or high workloads. It can even be motivating in small doses. Burnout, however, is a state of chronic physical and emotional exhaustion, often accompanied by detachment and reduced performance. While stress might leave you feeling anxious, burnout can leave you feeling empty, hopeless, and disengaged. Early signs include constant fatigue, cynicism, and loss of motivation.

Creating Boundaries Between Work and Personal Life

Technology has blurred the lines between “office” and “home,” making it easy for work to spill into personal time. Setting boundaries is critical: define your work hours, avoid checking emails late at night, and use your leave days fully. Simple habits, like turning off notifications after hours or having a clear end-of-day routine, help recharge your energy and protect mental well-being.

Mental Health First Aid – A Workplace Essential

Just as we train employees in physical first aid, workplaces should also equip teams with mental health first aid. This involves recognising the early signs of mental distress, knowing how to approach and support a colleague, and understanding referral pathways for professional help. Normalising these conversations fosters a culture of openness, reduces stigma, and ensures help is available when it is most needed.

By understanding the difference between burnout and stress, protecting personal time, and building a workplace where mental health support is part of the culture, organisations can create an environment where employees feel valued, supported, and able to perform at their best. This proactive approach benefits both the individual and the company, leading to sustained success and well-being.

Emotional & Psychological Wellbeing

Taking care of our emotional and psychological wellbeing is essential for both personal happiness and professional success. By understanding common challenges, embracing simple mood-boosting habits, and respecting the body’s natural rhythms, we can strengthen our resilience and improve our daily lives, leading to a more fulfilling experience both within and outside the workplace.

<div><h2>Understanding Anxiety – Symptoms, Triggers & Tools</h2><p><i>Anxiety can manifest in various ways, from restlessness and racing thoughts to muscle tension or difficulty concentrating. While occasional worry is a natural human response, persistent anxiety can significantly interfere with work performance, relationships, and overall health. Common triggers often include high-pressure situations, periods of uncertainty, and major life changes. Effective tools for managing anxiety range from practical techniques like deep-breathing exercises and mindfulness practices, to establishing structured routines and seeking professional support when needed. Recognising these signs early is key to effective management.</i></p></div>	<div><h2>The Science of Gratitude – Boosting Mood Naturally</h2><p><i>Extensive research demonstrates that regularly practising gratitude, by intentionally focusing on the positives in our lives, can lead to increased happiness, significant reductions in stress levels, and improved interpersonal relationships. Simple yet powerful actions such as keeping a daily gratitude journal, verbally expressing appreciation to colleagues or family members, or taking a moment to reflect on daily wins can effectively retrain the brain to concentrate on what is going well, thereby naturally boosting mood and fostering a more positive outlook over time.</i></p></div>
<div><h2>The Impact of Sleep on Emotional Regulation</h2><p><i>Sleep serves as the body’s fundamental emotional reset button. Consequently, poor or insufficient sleep can make individuals more reactive, irritable, and significantly less able to handle the stresses of daily life. Prioritising 7–9 hours of quality sleep each night, maintaining a consistent bedtime routine even on weekends, and limiting screen time from electronic devices before bed are all crucial habits that contribute to better mood regulation, improved mental clarity, and enhanced overall emotional resilience.</i></p></div>	

By proactively recognising the early signs of anxiety, consistently practising gratitude, and diligently protecting the quality and quantity of our sleep, we can significantly support our emotional balance. This holistic approach cultivates a healthier, more positive mindset, which in turn leads to improved performance and wellbeing both in and out of the professional environment.

Social & Community Wellness – Building a Culture of Care

Our social connections and sense of community have a powerful influence on wellbeing, both individually and collectively. A workplace where people look out for each other not only boosts morale but also strengthens resilience in challenging times. When workplaces embrace empathy and kindness, they move beyond productivity targets and create environments where people feel valued, supported, and part of something bigger.

How to Support a Colleague Who's Struggling

When a colleague is going through a tough time, small gestures can make a big difference. Start by listening without judgement, offering empathy rather than quick solutions. Respect their privacy but gently encourage them to seek professional help if needed. Practical support, like assisting with deadlines or checking in regularly, can help lighten their load and remind them they're not alone.

Kindness as a Mental Health Tool – Small Acts, Big Impact

Kindness is more than just “being nice”. It’s a proven way to boost mood, reduce stress, and strengthen relationships. Acts as simple as expressing gratitude, offering a compliment, or making time for a meaningful conversation can foster connection and belonging. Kindness is contagious, and a culture that values it encourages everyone to pay it forward, creating a healthier and more supportive community.

By fostering a workplace where open communication, mutual respect, and genuine care are the norm, organisations can cultivate a thriving environment where every individual feels connected and supported. This collective approach to wellbeing not only benefits employees personally but also enhances overall team cohesion and productivity.

Mental Health: Practical Tools & Awareness

Practical Coping Tools – Grounding Techniques

When stress, anxiety, or panic starts to feel overwhelming, grounding techniques can help bring you back into the present moment. By engaging your senses and focusing on simple, tangible experiences, these methods interrupt racing thoughts and restore a sense of calm.



Grounding techniques work best when practised regularly, so they become second nature in stressful moments. Over time, they can be a powerful tool for regaining control and staying present, no matter what challenges come your way.

Awareness & Education

Raising awareness and providing education around mental health is essential for breaking stigma and creating supportive environments. When individuals and workplaces understand common mental health challenges, their signs, and available resources, it becomes easier to respond with empathy and appropriate support. Ongoing training, open conversations, and accessible information empower people to recognise early warning signs in themselves and others, encouraging timely intervention and promoting overall wellbeing.

The Code of Professional Conduct: Integrity & Objectivity

In this edition of *Corporate Pulse*, we delve into the foundational principles of the Code of Professional Conduct (CPC), focusing specifically on two interconnected pillars that are paramount in the world of professional services: **Integrity and Objectivity**.

In the world of professional services, your reputation is your currency and nothing protects it more than integrity and objectivity.

Integrity

Integrity means being **honest, fair, and consistent** in everything you do, even when no one is watching (yes, even when the temptation to leave early is strong and the clock says 16:59). It's about choosing the right path over the easy one, ensuring that your actions consistently match your words and upholding your moral compass at all times.

Objectivity

Objectivity is your ability to maintain a **clear and unbiased perspective**, making decisions based purely on facts, rather than personal bias, external influence, or what might seem convenient.

It's that inner referee making sure your judgment stays impartial, whether you're reviewing a client's financials, assessing a proposal, or resolving a tricky workplace dilemma.

It ensures your professional judgment remains impartial, whether reviewing financials or resolving dilemmas.

Together, integrity and objectivity are like the GPS and compass for our profession: one keeps you heading in the right direction, and the other ensures you don't wander off course. When we uphold them, we not only protect our clients and our firm, but also strengthen the trust that keeps the entire profession moving forward.



In every task, meeting, and email, let's keep our moral compass set to **"true north."** It's the professional way!

Remember, the Code of Professional Conduct (CPC) applies to **all professional accountants**, whether working in public practice, industry, government, or any other sector. These principles are the bedrock of our profession, ensuring that we act with honesty, fairness, and in the public interest at all times.

SOCIAL CORNER

Making a Difference: Our Corporate Social Responsibility



Blood Donations – 1 August 2025

Our Walvis Bay team came together for a cause that truly saves lives. In partnership with The Blood Transfusion Services of Namibia and Numinous Expeditions, we opened our doors for a blood donation drive and bone marrow registry. The day was filled with a spirit of generosity and teamwork, and it would not have been possible without the support of our incredible staff, Charlene Hartung from The Blush Foundation, Atlantic Sea, and Walvis Bay Pharmacy. Your contribution means more than words can express, and we are proud to be part of a community that shows up when it matters most.

Inspiring the Next Generation at Roots Gymnasium Stampriet

Amanda, one of our directors, brought the world of accounting to life for Grade 8 and 9 learners at Roots Gymnasium in Stampriet. Through an interactive introduction to the basics of accounting, she showed students that building financial confidence can start early and that learning about numbers can be both empowering and fun. The enthusiasm in the room was contagious, proving that a strong financial foundation begins with curiosity and the right guidance.



SOCIAL CORNER

The Blush Foundation Fundraiser – A Day of Purpose

Our team was honoured to attend The Blush Foundation’s recent fundraiser, an inspiring gathering dedicated to making a difference. The event was filled with energy, compassion, and a shared commitment to driving positive change. It was a reminder that when people come together for a cause, the impact can be extraordinary.



Celebrating Moments Together: Social Events & Firm Happenings

Potjiekos Competition Heats Up in Windhoek

The Windhoek Social Club brought plenty of flavour and fun to the table with their recent International Edition potjiekos competition. Teams representing Jamaica, Italy, and Thailand served up their best culinary creations, each dish bursting with creativity and cultural flair. After much tasting and lively debate, Team Thailand’s mouth-watering masterpiece won over the judges and claimed the top spot. A big cheer to all the teams for making it a deliciously memorable event!



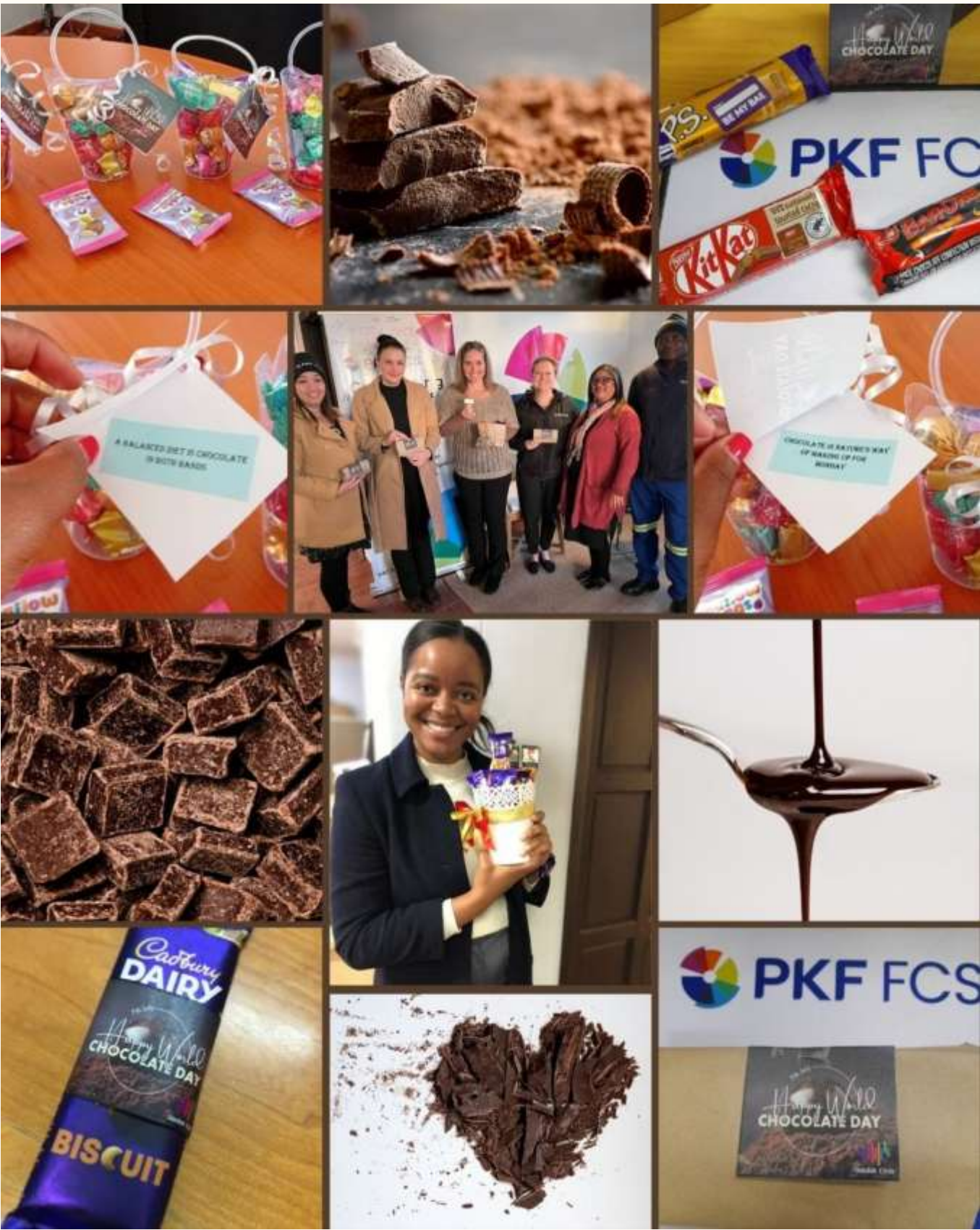
Serving Up Fun at the Annual Corporate Volleyball Event

Colleagues from our Swakopmund, Walvis Bay, and Windhoek branches gathered at Tiger Reef (Swakopmund) for our much-loved annual corporate volleyball showdown. The day was filled with friendly rivalry, bursts of laughter, and plenty of sandy dives as teams battled it out under the coastal sun. The energy was contagious, the teamwork inspiring, and the memories unforgettable. A perfect blend of competition and camaraderie that truly captured the PKF FCS spirit.



Champions at the Playtime Hub Social Games

Our Walvis Bay branch brought their A-game to the Playtime Hub Social Games Football Tournament, and the results speak for themselves. After a thrilling run that saw them triumph over Nampower in the quarterfinals, edge past Tunacor in the semis, and seal the deal with a victory against Hangana in the finals, the team proudly claimed the top spot. Kicking off on 21 June and wrapping up with that well-earned win on 28 June, it was a week of skill, teamwork, and sheer determination. Congratulations to our champions - you made us proud!

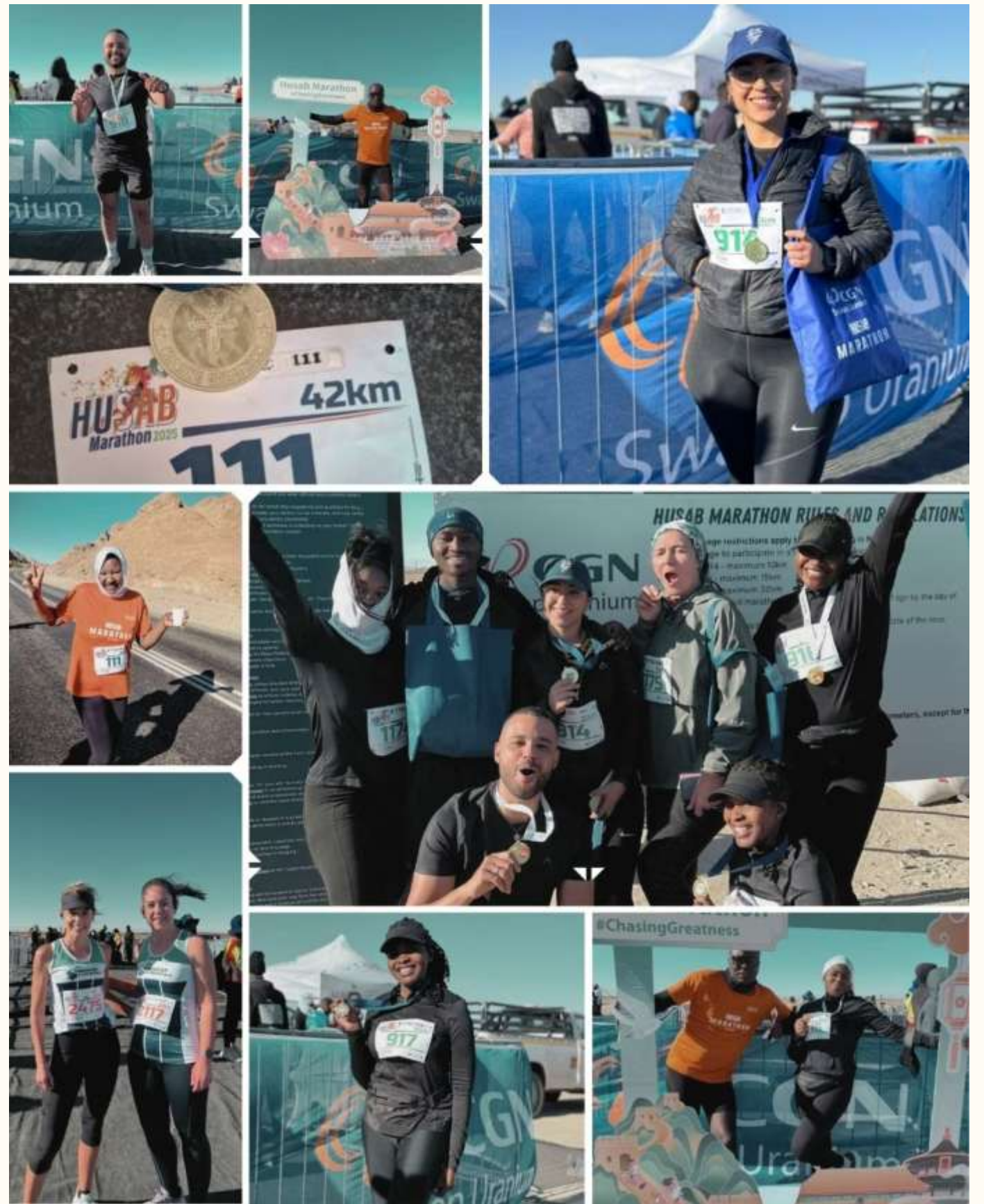


Sweet Celebrations for World Chocolate Day

On 7 July, every PKF FCS branch joined in the delicious fun of World Chocolate Day. There was no shortage of treats to go around. Staff across all branches indulged in a little (or a lot) of cocoa-filled happiness. It was a perfect reminder that sometimes the best way to connect is over something simple, delightful, and, of course, chocolate.

Husab Marathon 2025 – Racing the Wind

This year’s Husab Marathon brought together our PKF FCS running enthusiasts for an unforgettable challenge. From the determined 5 km sprinters to the full marathon warriors, every distance tested endurance and spirit. With the wind as a constant competitor, our runners pushed through with grit and determination, crossing the finish line with well-earned smiles. Congratulations to everyone who took part!



Denim and Diamonds for Diabetes

We proudly joined the “Denim & Diamonds for Diabetes” initiative, rocking our jeans to raise funds in support of the Lions Club old age home in Swakopmund. It was a meaningful way for our team to give back to the community while standing together for a great cause. Our participation reflects our commitment to making a tangible difference in the lives of those around us, fostering a spirit of compassion and collective responsibility.

These events highlight the vibrant spirit and strong sense of community that define PKF FCS. Whether through athletic challenges, acts of charity, or shared celebrations, our team consistently demonstrates dedication not just to professional excellence, but also to making a positive impact on each other and the broader community. We believe in fostering an environment where every member feels valued and empowered to contribute to causes that matter, strengthening our bonds and reflecting our core values.

Celebrating Achievements & Milestones

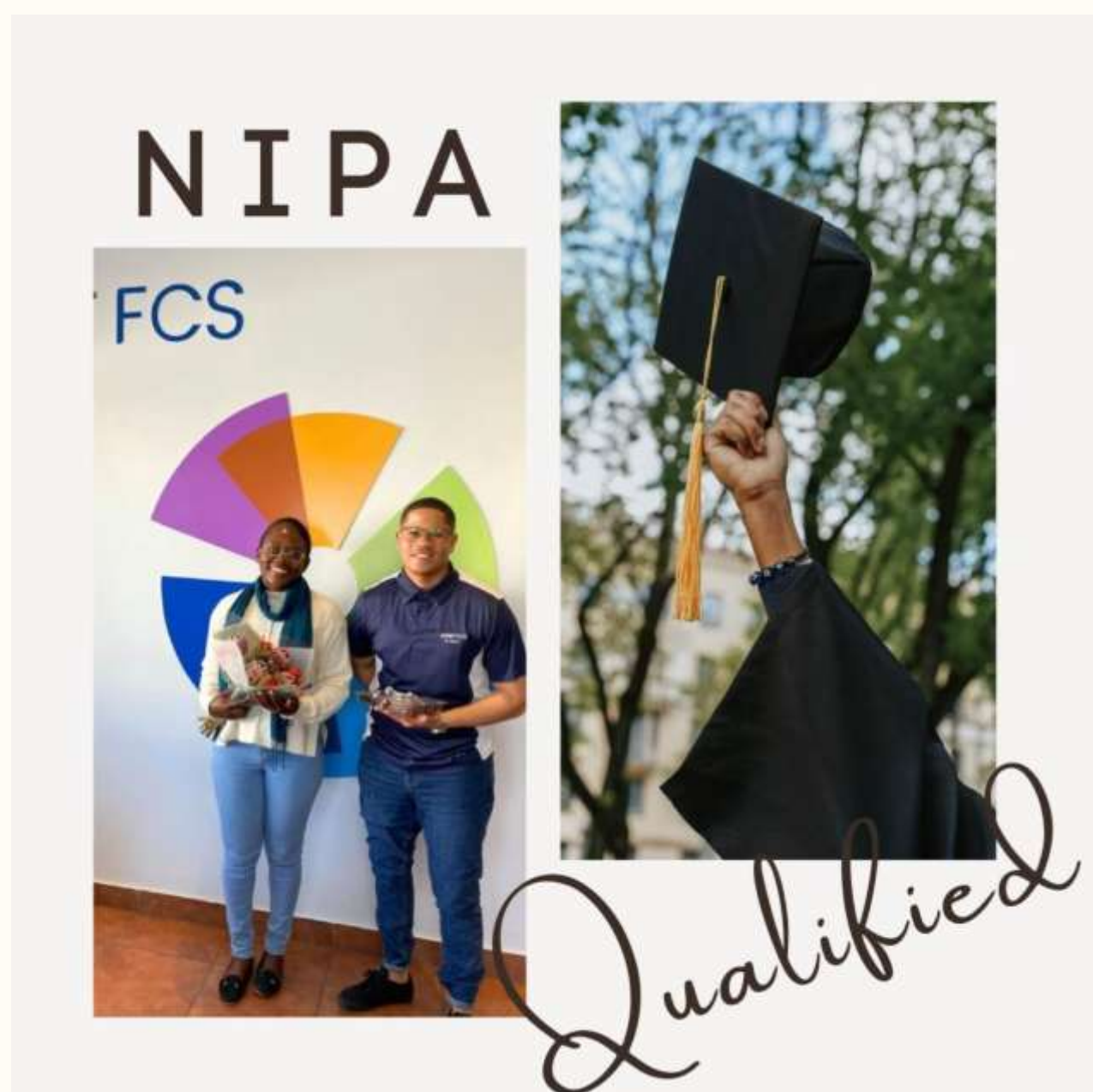
At PKF FCS, we believe in celebrating the successes of our team, both professional and academic. This quarter, we proudly recognise several colleagues who have reached significant career milestones and contributed to our collective growth.

Academic Achievements: NIPA Qualifications

A round of applause for three of our dedicated colleagues who have reached an exciting new milestone in their professional journey – earning their NIPA qualifications! Their commitment to continuous learning and professional development truly embodies the spirit of excellence we champion at PKF FCS.

- **Hilde lipinge** (Accounting Technician) – *NIPA Qualified*
- **Christopher Draier** (Professional Accounting) – *NIPA Qualified*
- **Logan van Wyk** (Accounting Technician) – *NIPA Qualified*

Your dedication, focus, and unwavering commitment to growth have truly paid off. We're incredibly proud to see you achieve this success and look forward to the continued positive impact you'll make in your roles and for our clients.



Celebrating Achievements & Milestones



Workplace Recognition: Hanri Keet's Promotion

*We are absolutely thrilled to celebrate **Hanri Keet's** well-deserved promotion to Audit Supervisor in June 2025! Hanri's dedication, meticulous attention to detail, and steadfast commitment to excellence have made a lasting, positive impact on both her team and our valued clients.*

This significant achievement is a clear testament to her exceptional hard work, continuous professional growth, and profound understanding of the auditing landscape. We cannot wait to witness the continued value and leadership she will undoubtedly bring in her new, elevated role. Congratulations, Hanri, on this outstanding accomplishment!

Celebrating a Quarter Century of Dedication: Pierre Knoetze

*On 1 August 2025, we celebrated a truly remarkable milestone – **Pierre Knoetze** (Director – Windhoek) marking 25 years with the firm! Starting with us back on 1 August 2000, Pierre has been a constant source of leadership, expertise, and good humour. His journey within PKF FCS exemplifies dedication and growth, from his initial role to his current position as a respected Director.*

A quarter of a century is no small feat, and his unwavering commitment has made a lasting difference to our team and our valued clients. His foresight and guidance have been instrumental in navigating challenges and seizing opportunities, contributing significantly to our collective success. Here's to Pierre - for his many invaluable contributions, the countless successes he has championed, and the inspiration he continues to bring every single day. We are incredibly proud to have him as a cornerstone of the PKF FCS family.



This quarter's celebrations truly underscore the vibrant and dynamic culture at PKF FCS. From academic excellence and significant promotions to remarkable long-service milestones, our team members consistently demonstrate their commitment to personal growth and professional distinction. These achievements reflect not only individual talent and hard work but also the supportive environment we foster, where dedication is recognised and contributions are valued. We are incredibly proud of our colleagues' successes and look forward to even greater accomplishments as we continue to grow together.

Stay Connected

To stay informed about all the latest updates and celebrate more successes at PKF FCS, follow us on our social platforms:

[PKF FCS Namibia | LinkedIn](#)

<https://www.facebook.com/pkffcsnam>

Something Old, Something New,
Something Blue and Something You

For this edition of Corporate Pulse, we are taking a fun and insightful look at the people who make PKF FCS shine, from those who have been part of our journey for 10 years or more, to those celebrating or approaching their very first anniversary with the firm. The questions are the same for everyone, although the answers tell very different stories. We will explore growth, opportunities, challenges overcome, lessons learned, and a few personal gems along the way. This is our way of celebrating the unique journeys that make up our PKF FCS family, and of course, proudly sharing the amazing careers and opportunities we offer.

Something Blue

From our Walvis Bay Branch

Damian Amalwa

Junior Audit Trainee Accountant

1 Year



1. Your PKF FCS Journey: When did you join the firm, and what was your role at the time?

I joined PKF FCS in April 2024 as a Junior Audit Trainee Accountant. At the time, I was just beginning my articles, eager to learn and gain real-world experience while working towards my CA qualification.

2. First Impressions: Thinking back to your early days at PKF FCS, what stood out most to you about the people, the culture, and/or the work?

From day one, I was struck by how approachable and collaborative everyone was. The culture wasn't just about ticking boxes; it was about sharing knowledge, supporting each other, and genuinely caring about the quality of work we deliver.

3. *Growth & Development: How has your role evolved since you started, and what skills or experiences have you gained along the way?*

Since I started, I've developed significantly in both technical and soft skills. I've gained exposure to different industries, strengthened my understanding of IFRS and auditing standards, and improved my ability to handle tight deadlines. I've also grown in confidence when engaging with clients and managing sections of audit files independently.

4. Opportunities Seized: What has been one of the most exciting or valuable opportunities you’ve had at PKF FCS?

One of the most valuable opportunities has been working on complex engagements early in my career, from forensic audits to trust audits and statutory audits. These have pushed me to learn quickly, adapt, and apply critical thinking in real scenarios.

5. Memorable Moments: Can you share a standout memory or experience (big or small) that has stuck with you from your time with the firm?

A standout memory would be my first biological count at a client’s farm. It was hands-on, totally different from desk work, and taught me how diverse audit engagements can be even counting domestic animals became part of the learning curve.

6. Lessons Learned: What is one key lesson you’ve learned in your career so far that you would pass on to others?

A key lesson I’ve learned is that communication is everything. Whether it’s with clients, team members, or managers, being proactive in asking questions and providing updates makes all the difference in avoiding issues and building trust.

7. Challenges & Triumphs: What has been one of your biggest challenges at work, and how did you overcome it?

One of my biggest challenges was missing an important task / check during a fieldwork wrap-up. It was a hard lesson in attention to detail, but I owned up, learned from it, and put measures in place to avoid similar oversights in the future.

8. The People Factor: How have your colleagues and the PKF FCS culture influenced your work experience?

My colleagues have played a huge role in shaping my experience. The PKF FCS culture fosters mentorship, teamwork, and a sense of belonging. I’ve never felt like I was navigating my articles alone, there’s always someone willing to guide or lend a hand.

9. Looking Ahead: What are you most looking forward to in the future of your career with PKF FCS?

I’m most looking forward to deepening my expertise in Auditing and Taxation principles, as well as taking on more responsibility in managing client engagements. Ultimately, my goal is to qualify as a CA and continue contributing to the firm’s success.

10. The “You” Factor: Outside of work, what’s one interesting fact or passion of yours that most colleagues might not know?

Outside of work, I’m passionate about exploring the intersection of finance and agriculture, looking at ways to combine my financial skills with innovative business ideas. It’s a passion I’d love to develop into something bigger in the future.

Being part of PKF FCS has been more than just a career step, it’s been a journey of growth, learning, and building relationships. I’m grateful for the opportunities I’ve had so far and excited for what lies ahead.

Ramona Kouwenhoven

Secretarial Supervisor

17 Years



1. Your PKF FCS Journey: When did you join the firm, and what was your role at the time?

I began my career with the firm as a temporary worker in July 2007. It was in February 2008 that I formally joined as an administrative and secretarial assistant. This transition marked the beginning of a rewarding chapter in my professional life, where I had the opportunity to contribute to the firm’s operations.

One of my initial responsibilities involved opening the first client records on the PAPAS Professional Accountants Practice Administration System. At that time, PAPAS was still in its infancy, and I was fortunate to work closely with the programmers. This collaboration allowed me to assist in updating our client secretarial and tax database, which was both challenging and fulfilling.

2. First Impressions: Thinking back to your early days at PKF FCS, what stood out most to you about the people, the culture, and/or the work?

Reflecting on my early days at PKF FCS, I am reminded of the profound impact that the people, culture, and work environment had on my experience. It is with great pleasure that I share my first impressions of this remarkable organisation.

The individuals I encountered at PKF FCS quickly became more than just colleagues; I often refer to them as close friends and family. The management team, composed of young and innovative leaders, was characterised by their great ideas and relentless drive. Their enthusiasm was infectious, creating an atmosphere that encouraged creativity and collaboration.

The culture at PKF FCS was a vibrant tapestry woven from diverse social backgrounds, predominantly led by a German-speaking management team. This multicultural environment fostered a sense of inclusivity and respect, allowing everyone to contribute their unique perspectives. What stood out most to me was the personal touch that I felt through every interaction. The camaraderie among staff and management was noticeable, reinforcing the fact that we were not just employees but part of a larger family business.

Working for Financial Consulting Service CC felt like joining a group of friends dedicated to delivering exceptional personalised service to our clients. This commitment to client care was evident as we strived to exceed expectations and build lasting relationships. The supportive environment encouraged us to grow both personally and professionally, making each day at PKF FCS a rewarding experience. In conclusion, my early days at PKF FCS were marked by a strong sense of community, innovative leadership, and a commitment to excellence. These elements combined to create an environment where both employees and clients felt valued and supported.

3. Growth & Development: How has your role evolved since you started, and what skills or experiences have you gained along the way?

Initially, my responsibilities encompassed a variety of administrative tasks, including data updates, reception duties, filing, and handling HR, payroll, and tax compliance. However, as our clientele expanded, we began to administer not only Close Corporations but also Private Companies and Trusts. This shift marked a significant turning point in my career, as the firm grew and the establishment of FCS Auditors necessitated an expansion of our services, particularly in company secretarial functions. Working closely with the Audit Partner at the time, my husband, and adhering to the Companies and Close Corporation Act provided me with invaluable guidance and insights. This experience has greatly enhanced my understanding of the administration of formal entities, allowing me to develop a comprehensive skill set that is essential in our field.

Over the years, I have also had the pleasure of participating in the development of the PAPAS administration module. Being involved in this process not only sharpened my skills but also deepened my appreciation for the importance of efficient systems in delivering exceptional service to our clients. Witnessing the growth of PAPAS has been a remarkable experience, and I take pride in having contributed to its evolution.

In conclusion, my journey has been one of continuous growth and development. The skills and experiences I have gained along the way have not only shaped my professional capabilities but have also reinforced my commitment to providing outstanding service. I look forward to further contributing to our organisation's success in the future.

4. Opportunities Seized: What has been one of the most exciting or valuable opportunities you've had at PKF FCS?

After dedicating seven years to nurturing my two children as a stay-at-home mom, I was eager to re-enter the professional world. The transition back into the working environment was both challenging and rewarding, and I am grateful to have found a supportive platform at FCS that welcomed my return.

One of the most fulfilling aspects of my role has been the opportunity to play a key part in training and grooming staff in the administration of companies and close corporations. This responsibility not only allowed me to share my knowledge and expertise but also enabled me to witness the growth and development of my colleagues. It has been incredibly rewarding to see them thrive and succeed in their roles. Additionally, I had the privilege of developing and expanding our secretarial department. This initiative not only enhanced our operational efficiency but also fostered a collaborative environment where team members could contribute their ideas and skills. The experience of leading the department has been invaluable, as it has sharpened my leadership abilities and deepened my understanding of the intricacies involved in managing a successful department.

5. Memorable Moments: Can you share a standout memory or experience (big or small) that has stuck with you from your time with the firm?

Reflecting on my experiences, I find it challenging to select just one standout memory, as there have been countless moments that have left a lasting impression on me.

Our trips to Bali, Caprivi, and Erindi Nature Reserve, multiple beach days, our yearly scheduled Canoe Combats and Volleyball tournaments, bridal and baby showers just to name a few, stand out as remarkable experiences as well as our yearly photoshoots not only provided a break from our daily routines but also fostered a sense of camaraderie among us. These events and trips allowed us to explore new environments, engage in team-building activities, and create unforgettable memories together. Additionally, our year-end celebrations, various staff braais, Santa Shoe box projects, Winter Nights community upliftment projects and particularly the recent “cook-off events,” have been highlights of my time here. These gatherings have not only been fun and engaging but have also served as a platform for strengthening our relationships and celebrating our collective achievements at teams.

However, if I were to narrow it down, the most cherished aspect of my journey with the firm has been the wonderful friendships I have built along the way. The personal bonds we have developed as a team, and the connections I have shared with many of my colleagues, management, and our clients, are truly remarkable. These relationships have enriched my professional life and have made my time here even more meaningful.

In conclusion, while there are numerous memorable moments to reflect upon, it is the friendships and connections that I hold closest to my heart. I look forward to many more experiences and memories in the future.

6. Lessons Learned: What is one key lesson you’ve learned in your career so far that you would pass on to others?

I am compelled to share a key lesson that has profoundly shaped my professional life and could be beneficial to others navigating their own paths.

Throughout my years of experience, I have come to understand the importance of embracing mistakes as integral components of growth. It is all too easy to fear failure, but I have learned that allowing myself and my team to make mistakes has been one of the most valuable lessons. Each misstep has provided me and my team with insights that have contributed to our developments and enhanced our understanding of many aspects of the work.

In addition to this, I believe it is crucial to maintain a mindset of continuous learning. The world is ever-evolving and staying curious and open to new ideas is essential. This commitment to learning not only enriches our own knowledge but also fosters an environment where innovation can thrive.

Equally important is the need to remain respectful and human in our interactions. Building strong relationships with colleagues and clients is foundational to success. Approaching each interaction with humility and gratitude allows us to appreciate the diverse perspectives that others bring to the table.

I am thankful to be part of a firm that not only cares for its employees but also actively seeks to transform and grow. This culture of support and development has reinforced my belief in the power of collaboration and the importance of nurturing a positive workplace environment.

In conclusion, I encourage each of you to embrace your mistakes, commit to lifelong learning, and cultivate respect and gratitude in your professional relationships. These principles have guided me on my journey.

7. Challenges & Triumphs: What has been one of your biggest challenges at work, and how did you overcome it?

The most significant challenges I faced in my professional journey, particularly during our firm’s transformation from FCS to PKF FCS and the subsequent international affiliation. This period marked a pivotal moment for our organisation, transforming our firm and presenting both opportunities and obstacles.

The rapid growth we experienced necessitated a swift transition, compelling us to adapt to new standards and compliance requirements. This was no small feat, as the pace of change was both exhilarating and daunting. However, I recognised that maintaining our commitment to personal service for our clients was paramount, even amidst these exceptional challenges.

In navigating this transformation, I focused on staying calm and centred. I prioritised clear communication and collaboration within our team, ensuring that we remained aligned in our goals and objectives. The ongoing support from management was remarkable during this time; their guidance and encouragement motivated me to persevere and embrace the changes with a positive outlook.

Ultimately, this experience taught me the importance of resilience and adaptability in the face of adversity. By maintaining our core values and prioritising client relationships, we overcame the challenges and emerged stronger as a firm.

8. The People Factor: How have your colleagues and the PKF FCS culture influenced your work experience?

It is a privilege to share my reflections on the profound impact that my colleagues and the culture at PKF FCS have had on my work experience. The environment we cultivate here is not just about numbers and audits; it is about the people who drive our success and the values we uphold as a team.

Our strong management team has been a guiding force throughout my career. Their leadership and vision have instilled a sense of purpose, pride and direction that has positively influenced my professional journey. I have witnessed firsthand how their commitment to excellence inspires us all to strive for our best. This unwavering support fosters a culture of collaboration, where we uplift one another and grow together.

Being part of PKF FCS fills me with pride, as we have established ourselves as one of the leading audit and accounting firms in our country. This achievement is a testament to the collective effort of every team member. I have learned the importance of resilience and adaptability, skills that have not only shaped my professional capabilities but have also contributed to my personal growth.

In this environment, I have come to understand that failure is not an endpoint but a steppingstone toward success. I firmly believe that each of us possesses the potential to build a successful career and contribute to the ongoing success story of PKF FCS. Together, we can overcome challenges and celebrate our achievements, reinforcing the bond that makes our firm exceptional.

In conclusion, the people factor at PKF FCS is a vital element of my work experience. The support, encouragement, and shared values among colleagues create a dynamic atmosphere that empowers us all. I am grateful to be part of this remarkable team and look forward to continuing our journey together.

9. Looking Ahead: What are you most looking forward to in the future of your career with PKF FCS?

As I reflect on my journey with PKF FCS, I am filled with anticipation for the future and the opportunities that lie ahead.

One of the aspects I am most looking forward to is the chance to grow both personally and professionally within our esteemed firm. Being part of a team that is dedicated to excellence and innovation inspires me daily. I am eager to contribute to our collective success story, collaborating with my colleagues to achieve our goals and elevate the standards of our industry.

As I envision my future with PKF FCS, I also think about the eventual transition of my responsibilities. When the time comes for me to hand over my duties, I will do so with a sense of pride and fulfillment, having dedicated two decades to this remarkable organisation. Celebrating my 20 years of service, a few years from now, will not only mark a significant milestone in my career but will also be a moment to reflect on the growth and achievements we have accomplished together as a team.

In conclusion, I am excited about the journey ahead and the contributions I will continue to make at PKF FCS. I look forward to the challenges and successes that await us, and I am committed to playing my part in shaping the future of our firm.

10. The “You” Factor: Outside of work, what’s one interesting fact or passion of yours that most colleagues might not know?

I love and value every moment that I can spend outside the office, side by side with my greatest mentor, partner and lifelong friend, my husband. Sharing the same passion and love for farming, nature, music, family, and friends.

As we navigate our careers, it is easy to become consumed by the demands of our professional lives. However, over time, I have come to realise that our health and happiness are paramount. This understanding has shaped my perspective on work-life balance and the importance of nurturing our personal passions. One interesting fact about me that many of my colleagues may not know is my passion for camping, farming, and gardening 😊. This hobby has become a sanctuary for me, allowing me to connect with nature and find solace amidst the hustle and bustle of our daily life. Being on the farm or going on a camping trip not only provides a creative and relaxed outlet but also serves as a reminder of the beauty of nature and patience—qualities that resonate deeply in both personal and professional realms.

Through farming, I have learned valuable lessons about nurturing relationships, whether with animals, plants and nature or people. Just as my little garden flourishes with care and attention, so too do our connections with colleagues and loved ones. This passion has taught me the significance of investing time in what truly matters, ultimately leading to a more fulfilling life.

In conclusion, while our work is essential for our livelihood, it is equally important to prioritise our health and happiness. I encourage everyone to explore their own passions outside of work, as they can provide a refreshing perspective and enrich our lives in unexpected ways.

From our Swakopmund Branch

<p>Amore Schoeman</p> <p><i>Junior Trainee Accountant</i></p> <p>1 Year</p>			<p>Elsabe Gillmer</p> <p><i>Senior Tax Administration Officer</i></p> <p>17 Years</p>
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1. Your PKF FCS Journey: When did you join the firm, and what was your role at the time?

<p>I Joined PKF-FCS in May 2024 as a Junior Trainee Accountant. At the time I was eager to gain hands-on experience in bookkeeping and accounting and quickly realised that PKF-FCS offers an environment where learning is both structured and practical. From my first day, I was exposed to real client work, which made the experience both challenging and incredibly rewarding.</p>	<p>Joined the firm on 01/04/2008 – April Fool’s Day LOL, I was appointed as junior secretarial assistant at the time</p>
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2. First Impressions: Thinking back to your early days at PKF FCS, what stood out most to you about the people, the culture, and/or the work?

<p>What stood out to me immediately was how welcoming everyone was. The people made me feel like part of a team, always willing to share knowledge and offer guidance. The culture was professional and friendly – it struck the perfect balance between delivering high-quality work and maintaining a positive, collaborative environment. I was also impressed by the variety of work we handle, every day brought something new to learn, which kept things exciting and motivating.</p>	<p>It was really striking that the staff and management were actually friends with each other and that it almost felt like working for a family business. I came from a work culture that had a clear divide between staff and management. And as I’ve never worked in any kind of financial/secretarial firm the work was exiting and new.</p>
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3. Growth & Development: How has your role evolved since you started, and what skills or experiences have you gained along the way?

<p>I was focused on learning the basics of bookkeeping – from capturing transactions to understanding the flow of financial information. Over time, my role has expanded to include more complex responsibilities, such as reconciliations, preparing VAT workings, speaking to officials and clients. Each task has sharpened my attention to detail and strengthened my time management skills. I have also grown more confident in using accounting software and in communicating with clients to ensure their records are accurate and complete. What started as simply learning the ropes has become a journey of building both technical expertise and professional confidence.</p>	<p>My role evolved from junior secretarial assistant to senior tax administrator over the course of my 17 year long journey with PKF FCS. I’ve gained leadership skills through various training courses and interaction with our very diverse group of staff and management members.</p>
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4. Opportunities Seized: What has been one of the most exciting or valuable opportunities you’ve had at PKF FCS?

<p>One of the most valuable opportunities I’ve had at PKF-FCS has been working directly with client information on a daily basis. Handling real client data has given me a deeper understanding of how accurate bookkeeping impacts the bigger picture of accounting. It’s exciting to see how the details I process contribute to clients’ financial records. Being trusted with this responsibility has made me more confident and motivated to grow in my role as a junior trainee accountant.</p>	<p>Studying for my Management and Taxation Certificate in 2019</p>
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5. Memorable Moments: Can you share a standout memory or experience (big or small) that has stuck with you from your time with the firm?	
<i>One memorable moment I have was taking part in the Winter Knights fundraising event to provide blankets for the less fortunate. Being part of this initiative shortly after I joined the firm gave me the opportunity to engage with colleagues outside the usual work environment, see another side of the team and strengthen our connections. It was a meaningful experience that highlighted the firm’s commitment to community and collaboration, and it made me feel proud to be part of such a supportive workplace.</i>	<i>The time my boss told me he was proud of me and how far I’ve come 😊</i>
6. Lessons Learned: What is one key lesson you’ve learned in your career so far that you would pass on to others?	
<i>One key lesson I’ve learned so far in my career is the importance of being thorough and patient in every task, no matter how small it seems. In accounting even minor details can have a big impact, so taking the time to understand processes and ensure accuracy is essential. I've also learned that asking questions and learning from colleagues accelerates growth and builds confidence. My advice to others would be to embrace every learning opportunity and focus on building a strong foundation- it pays off in the long run.</i>	<i>To just start. When facing a daunting task, we sometimes procrastinate, avoiding the job at hand, making it bigger. But if you just start, somewhere, and keep going at it, before long the task is done.</i>
7. Challenges & Triumphs: What has been one of your biggest challenges at work, and how did you overcome it?	
<i>One of the biggest challenges I’ve faced was learning to manage and process client information accurately while adapting to the fast-paced work environment. At first, keeping up with the volume and ensuring every detail was correct felt overwhelming. I learned that to overcome this, I should stay organised, ask questions whenever I’m unsure and develop a routine that helps me work more efficiently. This experience taught me the importance of patience, persistence, and continuous learning.</i>	<i>I’m somewhat of a control freak and had to learn that somethings are simply out of my control. All I can do is what I can, with what I have, where I am.</i>
8. The People Factor: How have your colleagues and the PKF FCS culture influenced your work experience?	
<i>My colleagues and the culture at PKF-FCS have made my work experience very positive. I’ve been able to learn a lot by observing how the team approaches tasks and solves challenges and the collaborative environment has motivated me to develop my skills and contribute meaningfully. Overall being part of this team has made my time at the firm both educational and rewarding.</i>	<i>Working in a multi-generational environment has taught me that there is more than one way to do a job and how to incorporate AI into my work culture.</i>
9. Looking Ahead: What are you most looking forward to in the future of your career with PKF FCS?	
<i>I am most looking forward to expanding my accounting skills and taking on more responsibilities as I grow in my role at PKF-FCS. I’m excited to apply what I’ve learned from experienced colleagues. My goal is to develop into a confident, skilled accountant who can make a meaningful impact within the firm.</i>	<i>To reach my 20-year anniversary with PKF FCS. What an honour it has been, and still is, to work for this company!</i>
10. The “You” Factor: Outside of work, what’s one interesting fact or passion of yours that most colleagues might not know?	
<i>One interesting fact about me outside of work is that I enjoy puzzles and brain games. I like challenging myself with logic puzzles and strategy games- its fun, keeps my mind sharp and helps me think creatively in different situations.</i>	<i>I’m a huge Stephen King and Dean Koontz fan, but dislike horror movies.</i>

From our Windhoek Branch

Sylvia Nahole

Bookkeeper Windhoek

1 Year



Emilia Simon



Secretarial Assistance

17 Years

1. Your PKF FCS Journey: When did you join the firm, and what was your role at the time?	
<i>I joined the firm on 06/05/2024 as a bookkeeper.</i>	<i>I started at PKF FCS 01/06/2008 as a Cleaner at PKF FCS Walvis Bay, I worked in Walvis Bay for 6 years, I transferred to PKF FCS Windhoek in November 2013 as a filing lady, promoted to Junior Secretarial assistant in 2016, and now I am Secretarial Assistant.</i>
2. First Impressions: Thinking back to your early days at PKF FCS, what stood out most to you about the people, the culture, and/or the work?	
<i>The partners that are approachable, with their offices open to everyone at any time with readily assistance.</i>	<i>It's hard to choose just one aspect, but if I had to, I'd say the people and the culture together have made the biggest impact. Working with passionate, committed individuals in a culture that values collaboration and growth has made these 17 years at PKF FCS not just a career, but a journey I'm proud of.</i>
3. Growth & Development: How has your role evolved since you started, and what skills or experiences have you gained along the way?	
<i>Experience has been good, Exploring the debit and credits and accounting knowledge over diversity of different business industries, compared to the ones I worked on in the past , then only had worked on few like Service stations, pharmacies and retailers.</i>	<i>When I initially started my job 17 years ago, I was a junior level, my role does not look the same at all, and I am thankful for the growth opportunity that my current company has offered me. In addition to the change in my responsibilities, I have also enjoyed two major promotions. I attribute this to hard work and dedication.</i>
4. Opportunities Seized: What has been one of the most exciting or valuable opportunities you've had at PKF FCS?	
<i>Standing in for the task on behalf of my manager time of her annual leave. Getting to Schedule an appointment with the client to interpret and present him the business monthly payables in the absence of my manager, during her annual leave.</i>	<i>Describe the situation in my personal life or professional career that led to the achievement; talk about the task I have had to do to accomplish the achievement and describe the actions implemented to achieve the accomplishment and discuss the results.</i>
5. Memorable Moments: Can you share a standout memory or experience (big or small) that has stuck with you from your time with the firm?	
<i>The attendance of partners and Managers at Social Club time.</i>	<i>I remember being nervous on my first day but quickly learning the ropes and making friends at the workplace.</i>
6. Lessons Learned: What is one key lesson you've learned in your career so far that you would pass on to others?	
<i>Understanding your Client Nature of Business eliminates a lot of errors and gives a good understating of numbers when carrying out the tasks, so enabling you interpret the numbers clearly and allowing you maintain efficiency.</i>	<i>As some one who has worked in the company for many years, I have been fortunate to learn quite a bit already.</i>

7. Challenges & Triumphs: What has been one of your biggest challenges at work, and how did you overcome it?	
<i>Tax matters, that I was not much exposed to from my previous company, Cultus Training we receive helped me a lot.</i>	<i>Common workplace challenges include communication gaps, work-life balance issues, insufficient training, and employee motivation, all of which can significantly impact productivity and morale.</i>
8. The People Factor: How have your colleagues and the PKF FCS culture influenced your work experience?	
<i>The encouragement I receive – whether it’s a simple “Are you okay?” or “Thank you for the work well done” has given me the confidence and awareness that I am capable of achieving even more and delivering my best.</i>	<i>Communication styles, work ethics, teamwork and collaboration, conflict resolution and many others.</i>
9. Looking Ahead: What are you most looking forward to in the future of your career with PKF FCS?	
<i>I look forward to growing into more than just an accountant – becoming truly resourceful in addressing accounting, tax, and consulting needs.</i>	<i>Looking forward to being in a senior Position.</i>
10. The “You” Factor: Outside of work, what’s one interesting fact or passion of yours that most colleagues might not know?	
<i>Faith in God and helping people.</i>	<i>Having passions outside work can help you feel more connected to yourself and your interests, outlet for stress and helps improve your mental health, pursuing hobbies or interests allows your mind to shift focus from work-related challenges.</i>

From our Mariental Branch

<p>Natasha Coetzee</p> <p>Trainee Accountant</p> <p>5 Months</p>		<p>Amanda Rossouw</p> <p>Director</p> <p>11 Years</p>	
<p>1. Your PKF FCS Journey: When did you join the firm, and what was your role at the time?</p>			
<p><i>I joined PKF FCS on 1 April 2025 as a Trainee Accountant at the Mariental branch.</i></p>		<p><i>I joined PKF from 1 June 2024 as a director. My firm merged with PKF FCS and became the Mariental Branch.</i></p>	
<p>2. First Impressions: Thinking back to your early days at PKF FCS, what stood out most to you about the people, the culture, and/or the work?</p>			
<p><i>In my early days at PKF FCS, I was impressed by the supportive culture. I noticed how approachable and supportive everyone was, regardless of their role or seniority. This made it easy to adapt and grow in a new environment.</i></p>		<p><i>I liked that everyone is seen to be important and respected - from the cleaner, driver, juniors all the way up to the directors. We are all a team, and without each player, the wheels can't run as smoothly as it does.</i></p>	
<p>3. Growth & Development: How has your role evolved since you started, and what skills or experiences have you gained along the way?</p>			
<p><i>Since I started as a Trainee Accountant, I've gained valuable experience and have developed key skills like time management and attention to detail. I have also built stronger understanding of accounting principles and professional standards, which has boosted both my confidence and capability in the role.</i></p>		<p><i>I have a learnt alot about practice management - I think I was doing fine on my own prior to the merger, but since then my eyes have been opened on areas where I can improve and where more attention should be given. The old saying of "You should not only be working in your business, but on your business".</i></p>	

4. Opportunities Seized: What has been one of the most exciting or valuable opportunities you’ve had at PKF FCS?

A valuable opportunities I had at PKF FCS was early in my training, when I was given a chance to accompany my manager on a client visit. As a trainee accountant, I was still finding my footing, so naturally I felt a bit nervous. I wasn’t sure what to expect. Observing my manager helped me understand the importance of professionalism and adaptability. Although I was mostly there to observe, I was encouraged to take notes, ask questions, and reflect on how I would handle similar scenarios in the future. What made the experience truly valuable was that it helped me connect the theoretical knowledge from my studies and in-office training to real-life practice. It also gave me my first exposure to how we engage with clients beyond the numbers.

The merger itself (Mariental branch) was a valuable opportunity.

5. Memorable Moments: Can you share a standout memory or experience (big or small) that has stuck with you from your time with the firm?

One of the most memorable experiences from my time at PKF FCS, at the Mariental branch specifically, was joining the team during a period of major renovations. Being part of the transformation and celebrating the grand opening, gave me a sense of belonging and pride early on in my career. Not just the physical changes, but the Firm’s commitment to growth and teamwork, left a lasting impression on me.

The official opening of the Mariental branch that happened in July 2025 – not so much because it was the opening, but because I saw the event as a day for our firm as a whole, and all of the directors surprised me saying that it was "my day", and made a whole thing about me, which caught me offguard and totally by surprise. I prefer working behind the scenes and not getting too much attention; thus I was not expecting that at all, and saw the day as a celebration for PKF FCS. I did appreciate it though, and it gave me even more determination to take the Mariental branch to the next level.

6. Lessons Learned: What is one key lesson you’ve learned in your career so far that you would pass on to others?

A key lesson I’ve learned so far in my career as a Trainee Accountant is the importance of attention to detail. In Accounting, even small errors can have significant consequences. Alongside this, is asking questions when unsure. This helps prevent mistakes and accelerates learning. I would encourage others to stay curious, be diligent and not be afraid to reach out for guidance.

3 Things - Always stay humble; Be aware that you don’t know everything – you can learn something new everyday from anyone, and thirdly, don’t burn bridges, you never know when your paths might cross again.

7. Challenges & Triumphs: What has been one of your biggest challenges at work, and how did you overcome it?

One of my biggest challenges at work, was managing my time effectively while maintaining a high level of attention to detail. Breaking my work into more manageable parts helped me improve.

Biggest challenge is to learn I can’t do everything myself, I have to learn to delegate, it’s still a work in progress though, I’m trying every day.

8. The People Factor: How have your colleagues and the PKF FCS culture influenced your work experience?

The close fit (with my colleagues and the Firm’s culture) had a big impact on my work experience. My manager and colleagues have been incredibly supportive and approachable. The Firm’s culture of professionalism, learning and teamwork is present even in a small setting and it has played a big role in shaping my overall work experience.

PKF FCS makes a lot of effort to do fun things for our employees with little gifts, some fun days and celebrating staff milestones. Prior to the merger I was not focused on that, it was just work, work, work. These small things do make a difference and helps to encourage all employees to keep on going when things are hectic.

9. Looking Ahead: What are you most looking forward to in the future of your career with PKF FCS?

I am looking forward to continuing my professional development while contributing to the Firm’s success. I am excited about working towards my professional qualifications and growing within a supportive environment that values learning and career progression.

Growing the Mariental branch to at least be on the same level as the other branches, and one day be able to look back and say “Thank you team, we did it!”

10. The “You” Factor: Outside of work, what’s one interesting fact or passion of yours that most colleagues might not know?

I love horses!

I like to make fire, the boys - my husband and two sons who are my everything – they can do the braai, but I always make the fire and love adding more wood to keep the “vlammetjie-vuurtjie” going.

The Heart of PKF FCS: Our People, Our Power

As we conclude this special section dedicated to the voices and journeys within PKF FCS, a profound truth emerges: our greatest asset is undeniably our people. From seasoned veterans who have helped shape PKF FCS over decades, to fresh faces bringing new energy and ideas, every story shared is a powerful reminder that our strength lies in the unique contributions and collective spirit of each team member.

Together, these diverse experiences weave a rich tapestry of knowledge, passion, and ambition that continues to drive the firm forward. The insights gained, the challenges overcome, and the memorable moments recounted highlight not just individual achievements, but also the supportive ecosystem that nurtures talent and fosters innovation. It's a testament to a culture where every voice matters and every contribution is deeply valued, propelling us towards shared success.

Growth Encouraged

A commitment to continuous learning and professional development, ensuring every individual can reach their full potential.

Vibrant Community

A collaborative and inclusive environment where teamwork thrives and relationships are built, both inside and outside work.

Endless Opportunities

Pathways for career progression and diverse experiences, empowering staff to explore new horizons within the firm.

Valued Contributions

Recognition and appreciation for the hard work and dedication of every team member, reinforcing their impact on the firm's success.

Whether you have been with the firm for many years or are just starting out, every single employee is an integral part of something bigger than themselves – a dynamic community where growth is actively encouraged, opportunities for advancement are continually presenting themselves, and every single contribution, no matter how small, truly matters. This message extends to all our staff, not only those featured in this edition, and we look forward to continuing this journey of excellence and collaboration with each one of you.

PKF FCS News

A Fresh Chapter in Mariental

The launch of our new brand identity was celebrated in style alongside the official opening of our Mariental branch, a proud moment in the Firm's journey. This milestone represents not only our growth as a business but also our ongoing commitment to serving clients across Namibia with excellence and personal connection.



The event brought together partners from across Namibia, creating a warm and lively atmosphere where ideas were shared, stories exchanged, and future opportunities explored. It was a wonderful chance to connect, reflect on how far we've come, and look ahead to the exciting road in front of us.

Together with clients, colleagues, and friends, we commemorated this milestone in true PKF FCS style. What could have been a simple branch opening became a heartfelt celebration of growth, enduring relationships, and the exciting journey ahead for PKF FCS in Mariental.



We extend our sincere gratitude to everyone who attended and contributed to making this event a memorable success. The opening of our Mariental branch is a testament to our dedication to expanding our reach and continuing to provide exceptional professional services, fostering strong local partnerships every step of the way.

We look forward to many successful years in Mariental.

PKF Global Connect

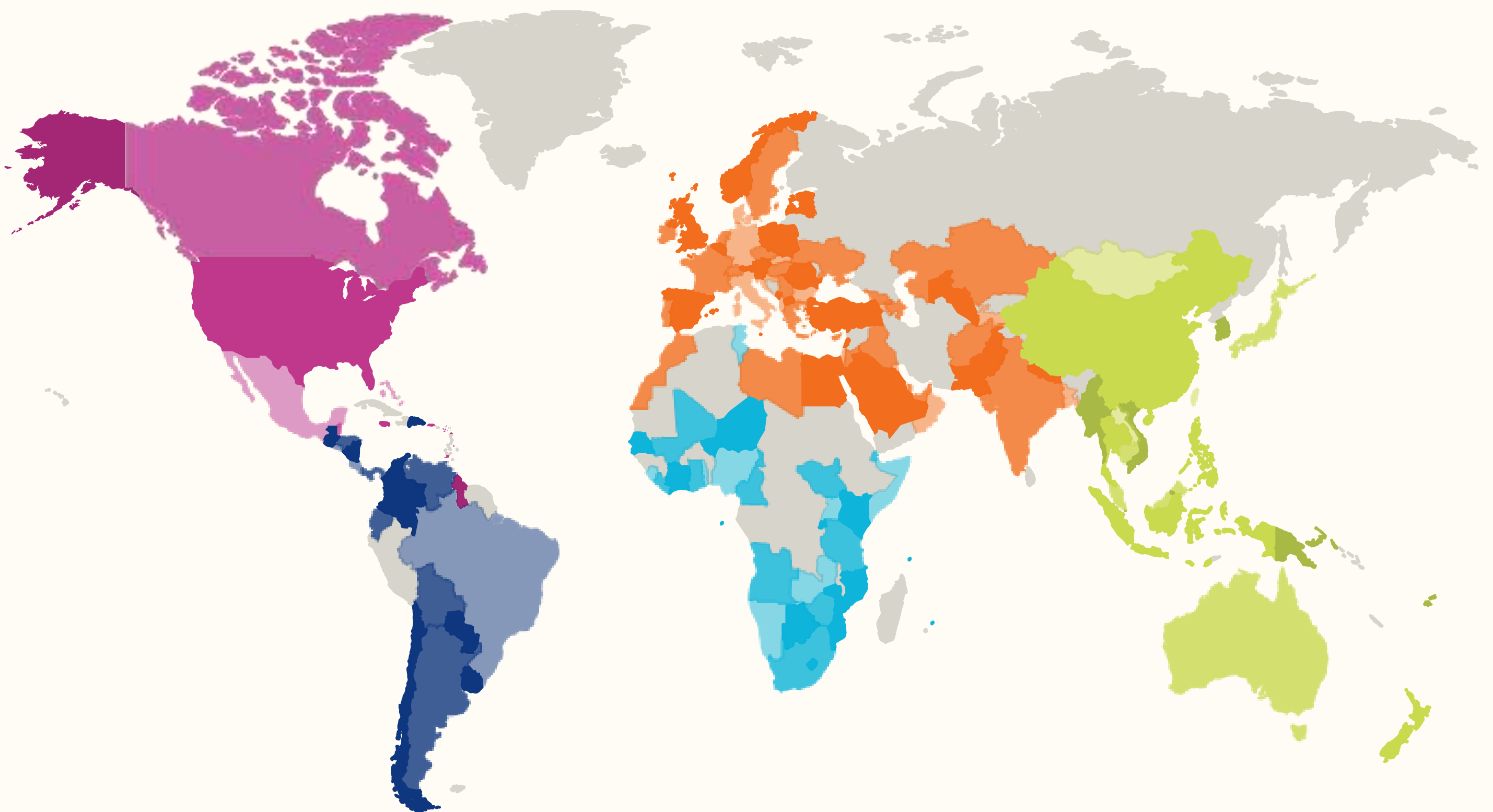
Welcome to our newest newsletter feature, PKF Global Connect, where we bring you updates, insights, and highlights from our broader PKF Global network, with a special emphasis on developments across the African region. From cross-border collaborations to key initiatives shaping our profession, this section aims to strengthen the bridge between our local expertise and our global reach. By sharing news, thought leadership, and opportunities from across the network, we not only celebrate our place within the PKF family but also open doors for growth, innovation, and lasting partnerships throughout Africa and beyond.

PKF Doing Business in Namibia Guide Now Available

*We are pleased to announce the release of the **PKF Guide for Doing Business in Namibia**. This comprehensive resource is meticulously designed to assist professionals, entrepreneurs, and investors in navigating Namibia's unique business environment with confidence and ease. It covers essential topics from legal frameworks and taxation to investment opportunities, providing invaluable insights for anyone looking to establish or expand their operations in the country. We are excited to share this valuable tool with you.*

To access your copy of the guide, please visit the link below:

<https://www.pkf.com/publications/doing-business-in/doing-business-in-namibia-2025/>



Upcoming Virtual Events for PKF Member Firms

To ensure our staff remain informed, connected, and ahead of emerging trends, PKF Global continues to host a variety of virtual events exclusively for PKF Member Firms throughout the year. These sessions provide an excellent opportunity to learn from global experts, exchange insights with peers, and gain valuable knowledge relevant to your field.

Below are the virtual sessions taking place between September and December 2025. We encourage you to review the table below, explore the topics, and mark your calendars for those most relevant to you.

Date	Time	Topic	Details
04 September 2025	09:00 - 12:00 GMT+2	Annual update of Assurance and Related Legislative Changes	Maintaining Professional Knowledge is an Ethical Obligation, not a Luxury. This course focuses on the changes introduced in both the auditing and assurance arena, and legislative and regulatory amendments impacting auditors.
23 September 2025	09:00 - 12:00 GMT+2	Getting the Statement of Cash Flows Right	This course covers the requirements of the standard in respect of cash flow statements and addresses their presentation and disclosure in the financial statements, focusing on nuances beyond automated drafting.
02 October 2025	09:00 - 12:00 GMT+2	Restructuring Transactions	An in-depth examination of restructuring transactions under IFRS Accounting Standards, with a particular focus on common control transactions (IFRIC 17 and IFRIC 19). Practical case studies will explore accounting treatment challenges and implications.
30 October 2025	09:00 - 12:00 GMT+2	Being a Corporate Entrepreneur and why it leads to success	Understanding corporate entrepreneurship, lessons from successful entrepreneurs, understanding motivation, and creating a motivational climate in a team.
13 November 2025	09:00 - 12:00 GMT+2	Fraud and Auditors Responsibilities	Clarifying the auditor's role and responsibilities for fraud in financial statement audits, facilitating effective responses to risks of material misstatement due to fraud, and enhancing transparency on fraud-related procedures.
18 November 2025	09:00 - 12:00 GMT+2	Annual IFRS Update	Covers recent developments in International Financial Reporting Standards (IFRS) that every accounting professional should be aware of, including an update on the IASB Workplan and major projects.
04 December 2025	09:00 - 12:00 GMT+2	Transparency Reporting	Exploring the new focus of regulators and stakeholders of Public Interest Entities (PIEs), understanding the development and enhancement in transparency reporting, and changes to firm audit methodologies.

To all PKF staff – this is a friendly reminder to register via the PKF Hub should you wish to participate in any of these events. The registration link will be included on the PKF Hub.

On the PKF Africa Front

*We are delighted to welcome **PKF Conakry** to our region and network. This significant milestone came about through the collaborative efforts of PKF Nigeria, PKF Rubiks (Senegal), and PKF Mason Hill (Sierra Leone) within the West Africa cluster. Together, these firms identified a strategic opportunity to establish a presence in Guinea. It is a clear example of the strength of network-driven partnerships and the exciting opportunities that can emerge when member firms work closely together.*

*Looking ahead, we are pleased to confirm that the **2026 Africa Technical Training and Gathering** will take place in Johannesburg, South Africa, from 23 to 27 March 2026. Known as the “City of Gold,” Johannesburg offers a unique blend of vibrant cultural heritage and forward-thinking innovation. This dynamic setting will provide the perfect backdrop for bold ideas, fresh perspectives, and meaningful connections across our African network.*



PKF Worldwide Tax Guide 2025–26 Now Available

*The much-anticipated **PKF Worldwide Tax Guide 2025–26** was officially released on 23 June 2025. This comprehensive resource offers invaluable insights into tax regimes across the globe and is a must-have for professionals navigating complex international tax landscapes. We are delighted to share that it is available as a free download for our clients, colleagues, and friends. You can access this essential guide via the link below:*

<https://www.pkf.com/publications/tax-guides/worldwide-tax-guide-2025-26/>

































These updates from PKF Global Connect highlight our collective strength, our commitment to continuous learning, and our expanding footprint, especially across Africa. We encourage everyone to leverage these resources and opportunities, fostering a more interconnected and knowledgeable PKF family. Together, we continue to grow, innovate, and lead in the global professional services landscape.

































Fun Corner

Corporate Emoji Pictionary Challenge!

Welcome to our "Fun Corner"! For this edition, we have a little Corporate Emoji Pictionary – Can You Guess Them All?

Each set of emojis below represents a word or phrase linked to office life, business, or Namibian sectors. How many can you get right?






Sector	#	Emoji Clues	Your Answer
Office & Corporate Life	1	 	
	2	 	
	3	 	
	4	 	
	5	 	
	6	 	
Finance & Money	7	 	
	8	 	
	9	 	
	10	 	
	11	 	
	12	 	
Energy & Mining	13	 	
	14	 	
	15	 	
	16	 	

Sector	#	Emoji Clues	Your Answer
Agriculture & Fisheries	17	 	
	18	 	
	19	 	
	20	 	
Tourism & Travel	21	 	
	22	 	
	23	 	
	24	 	
Trade & Transport	25	 	
	26	 	
	27	 	
	28	 	
Fun Extras	29	 	
	30	 	
	31	 	
	32	 	

Corporate Emoji Pictionary Challenge! Solutions

We hope you put your emoji-decoding skills to the test before peeking at the answers! Ready to see how you fared?

Here are the official solutions to our Corporate Emoji Pictionary Challenge. How many did you get right?

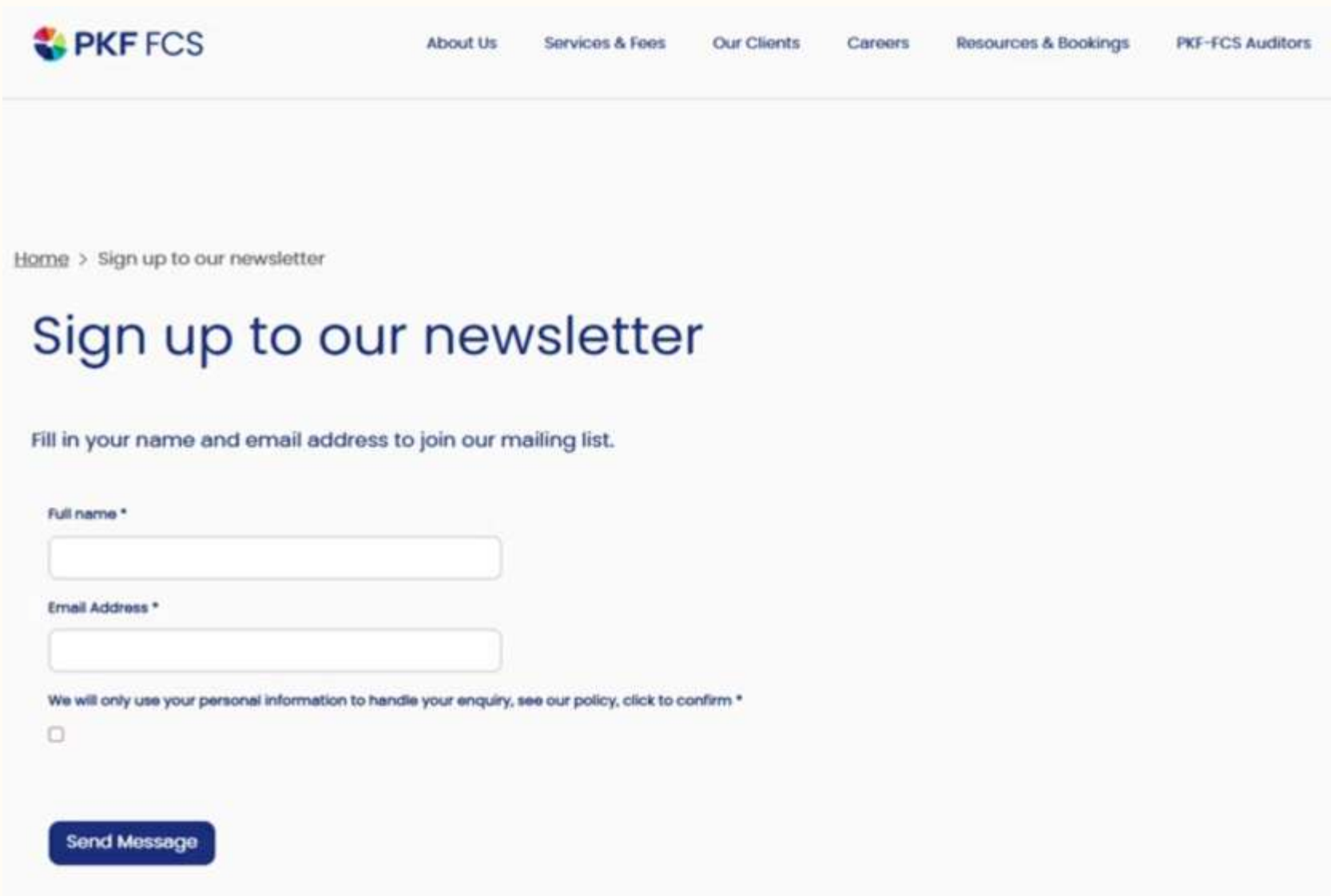
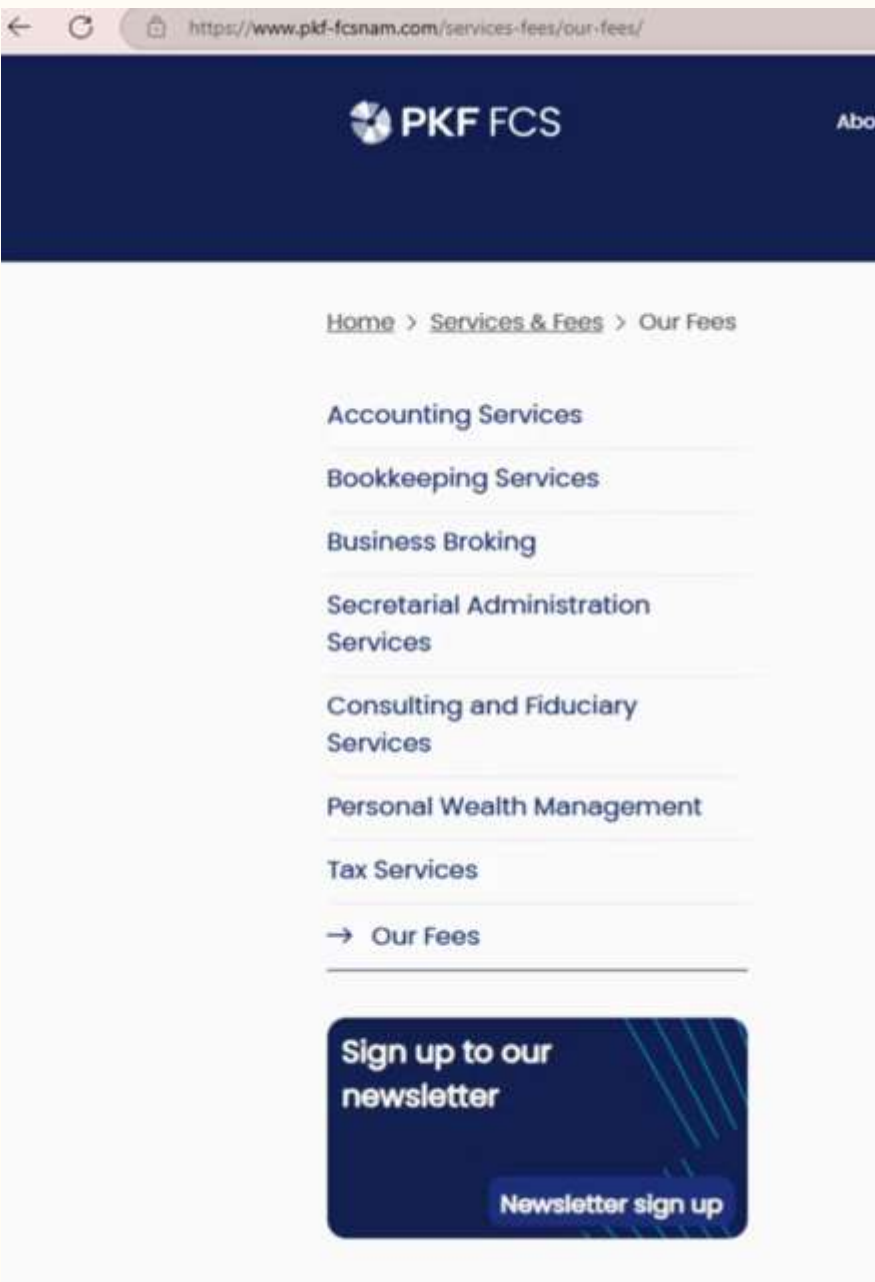
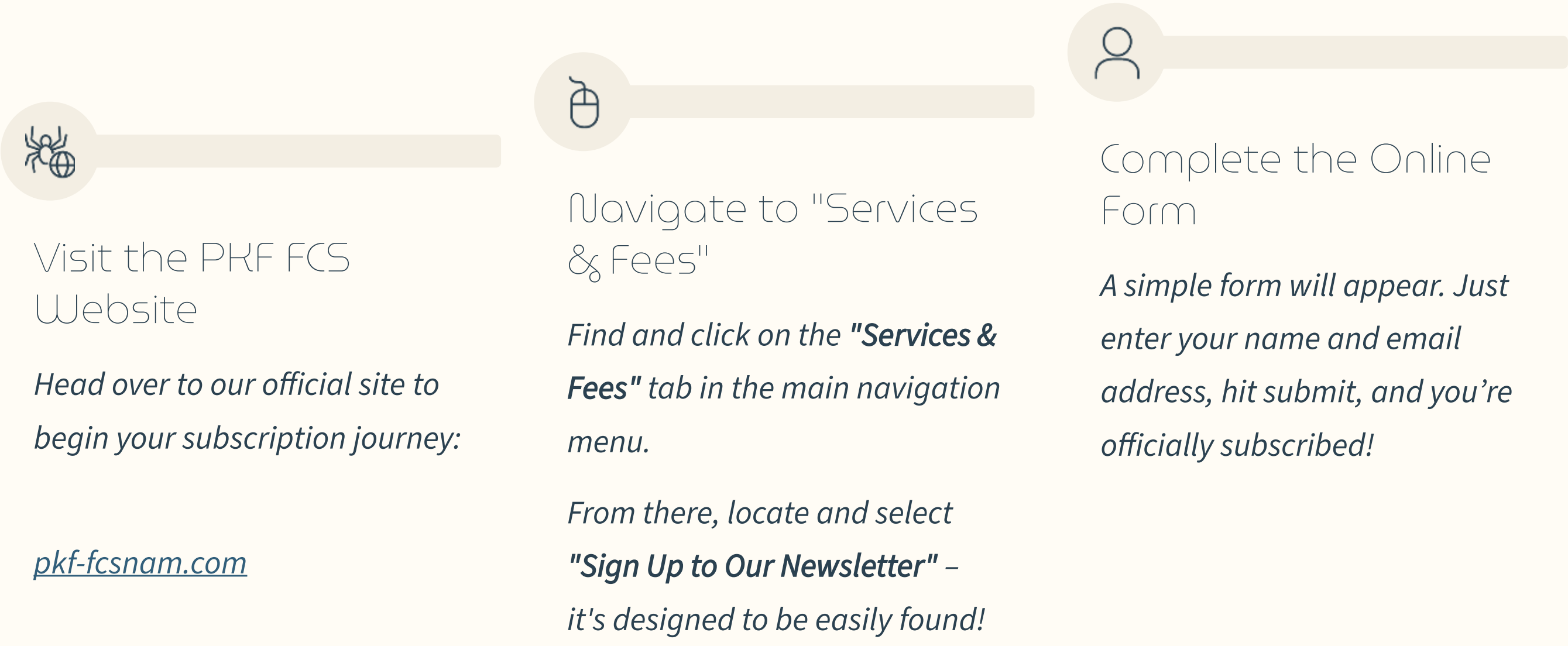
#	Emoji Clues	Solution	#	Emoji Clues	Solution
1		Office	17		Beef
2		Work Email	18		Fishing
3		Meeting Call	19		Farming
4		Report Writing	20		Goat Milk Products
5		Coffee Break	21		Safari
6		Signing a Document	22		Travel
7		Bank	23		Cruise
8		Card Payment	24		Desert Trip
9		Profit	25		Delivery Truck
10		Invoice	26		Cargo Train
11		Currency Exchange	27		Port
12		Loss	28		Online Shopping
13		Offshore Oil	29		Award
14		Diamonds	30		Office Birthday
15		Solar Power	31		Announcement
16		Wind Power	32		Target Achieved

How did you do? We hope this little challenge brought a smile to your face and a fun break to your day. Stay tuned for more engaging activities in our next edition of Corporate Pulse!

Stay Connected With PKF FCS

Want to Stay in the Loop? Subscribe to Our Newsletter!

Stay updated with the latest news, insights, and events from PKF FCS by subscribing to our quarterly newsletter. It's packed with essential updates on key developments in Namibia, compliance reminders, firm news, and much more. Joining is quick and easy, ensuring you never miss out on valuable information directly in your inbox.



Alternatively, for an even quicker sign-up, you can use our direct link:

<https://www.pkf-fcsnam.com/newsletter-sign-up/>

We look forward to connecting with you through our newsletter and sharing valuable content each quarter!

Thank you for reading our newsletter. We value your connection and look forward to serving you better.

PKF FCS Swakopmund:	PKF FCS Walvis Bay:	PKF FCS Windhoek:	PKF FCS Mariental:
			

Here's how you can reach us across Namibia:

Branch	Call Us	Email Us	Visit Us
Swakopmund:	+264 61 415 100	fcswk@pkf-fcsnam.com	3 Heuschneider Street, Swakopmund
Walvis Bay:	+264 64 215 100	fcswvb@pkf-fcsnam.com	128 6th Street, Walvis Bay
Windhoek:	+264 61 387 800	fcswhk@pkf-fcsnam.com	3 Kerby Street, Windhoek
Mariental:	+264 63 243 662	mariental@pkf-fcsnam.com	Erf 326 Lang Street, Mariental

Business Hours:

Monday-Thursday: 07:30 - 17:00 (Closed between 13:00 - 14:00)
Friday: 07:30 - 13:00

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